



Your Future Begins Here ~ Join the Lucky Friday Team!

Hecla Lucky Friday Mine is recruiting an individual who embraces advances in technology and who is looking for an opportunity to be part of a collaborative team.

We are currently accepting applications for the position of:

MAINTENANCE SUPERINTENDENT

The Maintenance Superintendent is a key member of the Lucky Friday management team, responsible for developing, implementing, and maintaining systems focused on improving availability, reliability, and processes for maintenance of mobile and fixed equipment and electrical systems. This position also oversees all of site Maintenance.

ESSENTIAL DUTIES AND RESPONSIBILITIES include the following.

- Manage all aspects of the site maintenance system.
- Drive and lead maintenance improvement processes.
- Lead strategic sourcing initiatives for both existing and new vendors and maintenance technologies.
- Execute strategies for improving maintenance performance, including training, PM development, maintenance and development of computer-based maintenance management systems (CMMS). Lead peer group and the maintenance department in these strategies.
- Manage capital projects related to maintenance as needed, including the development of maintenance programs for new technology and new equipment.
- Oversee and improve daily work of Maintenance department, including breakdown tracking, defect elimination, oil analysis, root cause failure analysis, and other improvement projects.
- Lead development of an overall asset management program including incorporation of predictive technologies, maintenance data, and work history.
- Direct all maintenance departments to ensure the team is providing support in all areas as needed.
- Oversee the development and implementation of daily, weekly, and monthly schedules for maintenance activities.
- Maintain reporting procedures and develop reports as required.
- Monitor effective preventive, predictive, and breakdown maintenance procedures.
- Maximize the utilization of maintenance resources through the development of an effective maintenance plan.
- Monitor maintenance activity, comparing actual progress to plan.
- Prepare and monitor the budget for the Maintenance department. Monitor spending to stay within budget and reforecast as needed. Monitor maintenance costs and identify and explain variances to the budget.
- Continually review the most appropriate maintenance planning methods, techniques, equipment, and plans.
- Coordinate with site department heads, corporate staff, and other Hecla properties as required.

MINIMUM QUALIFICATIONS include:

Bachelor's degree in mechanical engineering or a related field.

Prior experience implementing, using, and maintaining computerized maintenance management systems (CMMS) required. Experience with IFS preferred.

Minimum 10-15 years of experience in maintenance.

Minimum 5 years of experience in industrial maintenance. Experience in mining or heavy mobile equipment maintenance preferred.

Good understanding of underground mining operations.

Must be computer literate and proficient in Excel.

Prior supervisory experience.
Prior experience in a union environment preferred.

ABOUT HECLA MINING COMPANY AND THE LUCKY FRIDAY MINE

Hecla Mining Company (NYSE:HL) is the largest silver producer in the United States. In addition to operating mines in Alaska (Greens Creek), Idaho (Lucky Friday), and Quebec, Canada (Casa Berardi) the Company owns a number of exploration properties and pre-development projects in world-class silver and gold mining districts throughout North America.

Established in 1891, Hecla is headquartered in Coeur d'Alene, Idaho, and has a sister office in Vancouver, B.C. The Company's common stock has been traded on the New York Stock Exchange for over 50 years.

Lucky Friday is a deep underground silver, lead, and zinc mine located in the Coeur d'Alene Mining District in northern Idaho. The mine began operating in 1942 and celebrated its 75th anniversary in 2017. Thanks to the #4 Shaft project which is now complete and operational, the mine is expected to have another 20-30 years of mine life. Lucky Friday is located one mile east of Mullan, Idaho, and is adjacent to U.S. Interstate 90.

Hecla Limited, Lucky Friday Mine is pleased to offer competitive compensation commensurate with education and experience, and a comprehensive benefits program.

Interested candidates must possess or be able to obtain authorization to work in the United States. Applications and/or resumes may be sent via e-mail to resume@hecla-mining.com, faxed to 208.545.3327, or mailed to:

Human Resources
Hecla Limited, Lucky Friday Mine
P.O. Box 31
Mullan, ID 83846

Hecla Limited, Lucky Friday Mine is an Equal Opportunity Employer

Visit our website at www.hecla-mining.com for more information about Hecla and the Lucky Friday Mine.