



Foran Mining Corporation (FOM-TSX.V), a Vancouver based exploration and mining company, is seeking an experienced, motivated, and enthusiastic **Manager, Human Resources**. Foran is currently advancing a Feasibility Study for its McIlvenna Bay Cu-Zn-Au-Ag deposit, one of the largest undeveloped VHMS deposits in Canada. The Company became the world's first carbon neutral copper development company in May of 2021 and our plan is to be a carbon neutral mining company.

Foran is committed to building a skilled and diverse workforce as we move into our next phase of growth.

Manager, Human Resources – Posting 2021-017

This key position is responsible for ensuring the overall administration, coordination and evaluation of human resources plans for the Company, including the McIlvenna Bay Project, are realized. You will work with line management in all departments to build and develop robust HR policies and procedures to support the corporate and operations activities. You should enjoy working in a fast-paced environment where everyone is valued and a team first approach is always visible.

Primary Responsibilities:

- Work closely with the leadership team to develop, manage and implement HR processes, policies, and programs to support the achievement of company objectives
- Implement and lead company recruiting practices up to candidate selection ensuring actions are completed in a timely fashion; collaborates with hiring managers to understand skills and competencies required
- Contribute to the development of the Foran Inclusion & Diversity strategy and act as a change leader and mentor for company Inclusion & Diversity goals
- Manage employee relations, including counselling supervisors and employees to achieve resolutions
- Oversee employee disciplinary meetings, terminations and investigations
- Work with the Community Relations team in providing regular updates to local stakeholders and communities
- Lead development of corporate training and development programs, particularly in relation to attracting talent from local and Indigenous communities
- Manage employee benefit plan in coordination with third party vendor
- Collect, manage and analyze key HR data to drive organizational growth
- Build and manage the HR budget, with a focus on continuous improvement and optimization

Key Attributes

- Excellent verbal and written communication skills.
- Excellent interpersonal and conflict resolution skills.
- Excellent organizational skills and attention to detail.
- Knowledgeable of applicable provincial and federal employment laws and regulations and industry best practices
- Knowledgeable of industry trends, best practices, regulatory changes and new technologies in human resources, talent management and employment law

Position Requirements:

- A minimum of 5 years experience in human resources, having led and motivated human resources professionals and administrative teams



- Professional designation (CHRL, CHRP) or the equivalent combination of education and experience
- Must have demonstrated proficiency with applicable labour laws, legislation and regulations
- Experience mentoring employees and management through sophisticated and sometimes sensitive issues
- Possess strong analytical and organizational skills to interpret, present, communicate and manage decision making
- Must be willing to travel to site operations on a regular basis
- Experience with MS Office

This posting is for a full-time permanent position to commence immediately, based in Saskatoon, Saskatchewan and requiring regular travel to site operations. A competitive compensation package is available for the successful candidate.

Foran is creating a blueprint for responsible mining that causes the least possible harm and delivers better returns from day one of operation. We aim to be cleaner, safer, and more efficient than the competition by design. We are committed to protecting the earth and communities with zero-emission technologies, environmentally friendly practices, combined with innovative worker safety and quality of life initiatives and strong transparent governance.

Interested Applicants can email their resume to careers@foranmining.com.