

JOB DESCRIPTION

<u>Job Title:</u>	Manager Environmental Compliance
<u>Department:</u>	Administration/Environmental
<u>Location:</u>	Miami, Arizona, USA/Carlota Mine (approx. 100mi. East of Phoenix and 10mi. west of Globe/Miami AZ.)
<u>Reports to:</u>	General Manager, Carlota Mine

Purpose and Scope of the Position:

The Environmental Manager is responsible for facilitating a Zero Harm culture to the Carlota Mine Site (Mine) for Environmental Compliance with applicable Federal, State and Local laws/regulations/rules/permits as they apply to the Mine's operations and management of its Environmental Compliance affairs. The goal for the Mine is Zero Harm, Zero Surprises, Zero NOV's, Zero Fines and Zero Unwarranted Media within the Mine's Environmental Compliance sphere.

The primary role of the Environmental Compliance Manager is to be the resource/go-to person regarding Environmental Compliance issues and to plan/acquire the required permits in a timely manner for the Mine to continue operating. The Environmental Manager is to be one of an educator and mentor to the Environmental Compliance and Mine staff, to instill Zero Harm environmental and compliance responsibility in everyone, in that Environmental Compliance does not live in the Environmental Compliance Department, but resides in everyone in their respective work areas.

Additionally, the Environmental Compliance Manager is responsible for environmental administrative (incl. financial, staff and paper) duties, compliance inspections on and off the Mine site, development of the required reports and permit revisions/renewals, management of the third party consulting firms from both an operational and financial standpoint, primary contact with the regulatory agencies and their staffs, contact for KGHM International's CSR/GRI reporting, risk management and reporting up to Corporate, member of the Mine's GM leadership team, and other tasks/duties as assigned by the Mine's GM.

Duties & Responsibilities:

- Responsibilities and duties include, but are not limited to:
 - Member of the Mine's key leadership team;
 - Lead/Assist the site to meet the Mine site's KPI goals;
 - Moderate field work to maintain compliance with permit requirements;
 - Instill the need to plan ahead and be prepared for the unexpected with responsible contingencies through weekly Environmental staff meetings;
 - Active participation in Safety/Environmental inspection and leadership, demonstrated by holding quarterly meetings (one which will be the annual MSHA training) with the Mine site's employees to help achieve the site goal of 0 reportable Safety and Environmental Compliance incidents;
 - Ability to act in a proactive manner, to anticipate challenges and to solve existing challenges within the context of the operational requirements and environmental legal constraints;
 - Fully implement 5x5S Safety program in the Environmental Compliance Department;
 - Provide oversight to Environmental Consultants and keep close control of costs, schedules/time and work products;
 - Quarterly face to face meeting with each Mine department leader, identify issues and plan solutions, key contractors will be included to provide assurance of staying within budget;
 - Manage the Environmental Compliance department budget, on schedule, timely and with no surprises, measured by monthly and year-end financial numbers and specific annual site objectives;
 - This position is responsible for leading and managing the environmental department and staff;
 - Meet with KGHMI North American Sr. Environmental Manager and Robinson Environmental Manager/Staff to discuss approach/management of permits and sampling requirements, compliance with permit requirements, interaction/relationships with the regulatory agencies at least twice a year;
 - Point person/coordinator for the mine site's Risk Management and maintaining the Active Risk Management data base and reporting as required by Corporate;
 - Represent the Mine at various trade organizations (Arizona Mining Association), conferences, mining functions and Government agencies, with a return of education and information to all to learn and grow;
 - Potential for minimum travel will be required;
 - Other duties as assigned by the General Manager;

Qualifications, Skills and Knowledge:

- Bachelor's degree in Hydrology, Civil Engineering, Environmental Engineering, Environmental Science, Geology, Range Management or other closely related field;
- An advanced degree in one of the disciplines above would be considered an asset;
- Minimum 10 years of demonstrated progressive experience in Environmental Compliance with a strong background in Environmental Compliance permitting;
- 5 years supervisory experience preferred;
 - 5 years mining experience in an open pit mining setting preferred;
- Demonstrated knowledge/experience of Environmental Compliance permits, regulations and regulatory programs;
 - Including but not limited to the following: ADEQ APP, SWPPP, SPCC, Air (class II), Waste, MSGP, SCHMMP, 401 permits and regulations; ACOE 404 permits and regulations and Compensatory and Mitigation Plans; NEPA regulations with EIS/ROD/POO/POW; US EPA TRI and TSCA reporting; RCRA Haz-Waste and US DOT Haz Waste shipping; AZSMI permit regulations;
- Experience in mine closure activities would be considered an asset;
- Construction/Capital projects management experience preferred;
- Be a leader, motivator, mentor and embrace a Zero Harm culture. Be able to work safely and in a team environment. Able to communicate well with all stakeholders, internally and externally;
- Experience in preparing and delivering presentations to internal stakeholders, regulatory agencies, local government agencies and special interest groups;
- Ability to work well with cross-functional teams in a fast-paced demanding work environment;
- Ability to work at altitude (+/- 4000ft AMSL) and in a rough field terrain environment;
- Self-directed and highly motivated;
- Excellent analytical, management, organization, writing, communication and problem-solving skills;
- Willingness to perform multiple and variable responsibilities is required;
- A solid working knowledge of Microsoft Office is required.

If interested, please send a resume to:

Kathy.Binegar@us.KGHM.com