

Manager, Community Relations

Date Posted: April 18, 2024

Location: Goliath Gold Complex (near Dryden, ON)

Work Arrangements: Site-based with regular travel

Reference #: 2024-005

Position Status: Full-time Permanent

Schedule: Monday to Friday, 7am – 3pm CST

Who We Are:

Treasury Metals Inc. is an exploration and development company currently advancing their flagship property, the Goliath Gold Complex through the development process. The Goliath Gold Complex has the potential to be Canada's newest gold mine and is located close to the beautiful city of Dryden, a well-appointed community with all the amenities for raising a family and an outdoors person's dream with fishing, hiking, biking, and skiing at its doorstep.

The Opportunity:

Based at Goliath Gold Complex office near Dryden, ON, we currently have an exciting opportunity for a Manager of Community Relations to join our Treasury Metals team, reporting to the Director of Community Relations & Sustainability or designate.

The Manager of Community Relations will make a significant impact by working with the site management team and senior leaders to guide agreement negotiation and implementation, lead community and stakeholder engagement, and meet compliance and reporting requirements for the Goliath Gold Complex while also supporting the company's ESG initiatives. The Manager of Community Relations will implement departmental policies and programs at the Goliath Gold Complex in alignment with the Treasury Metals Corporate Vision and based on the principles of ethical business practices, good corporate governance, contributions to social and economic development of local communities, and effective and transparent engagement with Indigenous and public stakeholders. A strong commitment to transparency, respect, and integrity is essential to success in this role.

Key Responsibilities:

Community Relations and Consultation

- Implement and manage all Community Relations policies and programs at the Goliath Gold Complex in alignment with the overall company strategy, ensuring they are understood and followed.
- Ensure that all Community Relations policies and programs are informed by the needs and perspectives of the diverse communities surrounding the Goliath Gold Complex and industry best practices.
- Collaborate with the corporate team in the development and rollout of Community Relations policies and programs at site.
- Partner with the corporate team in the development of a comprehensive Community Relations strategy, including the engagement and consultation approach with Indigenous communities.
- Lead planning and implementation of Indigenous and public communication and engagement programs for the Goliath Gold Complex, including preparation of communication messaging and materials.
- Lead engagement with Indigenous Nations on permitting initiatives, drawing upon internal subject matter experts for technical support in their respective areas (i.e., Environment & Regulatory Relations, Exploration, Human Resources, Supply Chain, Health & Safety, Projects)
- Guide agreement negotiation, engagement, and grievance resolution. Partner with the Goliath Gold Complex management team to ensure the successful implementation of Agreements negotiated throughout the life of mine.
- Plan and participate in engagement with the public and Indigenous peoples, including ensuring effective tracking and managing meeting records of the engagements that occur.
- Build positive and mutually beneficial relationships with Indigenous communities and peoples based on respect and understanding. Proactively work with communities to engage, communicate, and seek feedback to address gaps.
- Advance economic reconciliation with Indigenous communities through meaningful engagement, collaboration, and partnerships.
- Ensure Community Relations inquiries and concerns are responded to in a timely and effective manner.
- Work with site management team and senior leadership on approaches for addressing complex and sensitive issues.
- Support the Human Resources Department in the resolution of Indigenous employee relations where appropriate.

- Partner with the site management team to support an understanding of positive Indigenous and community relations and promote a culture which meets or exceeds expectations.
- Educate and train employees, contractors, visitors, and partners to build a culture that increases self-determination, employment, and procurement opportunities for Indigenous Peoples and aims to achieve Free, Prior, and Informed Consent.

Sustainability and ESG

- Collaborate with the corporate team to support the development and stewardship of a robust suite of management systems in line with international standards and guidelines.
- Contribute to the Company's annual ESG Reporting program, specifically in the areas of Social and Human Capital.
- Lead the delivery of Sustainability programs and initiatives at the Goliath Gold Complex.
- Implement social performance standards, systems, processes/tools, and objectives in relation to the Goliath Gold Complex.
- Act as project manager on annual reporting deliverables for the Goliath Gold Complex to ensure reporting requirements meet the required deadlines.
- Work collaboratively with internal subject matter experts on conducting research and analysis for program initiatives.
- Build and facilitate workshops and training for community practitioners and other employees to ensure effective management and response to social risks and opportunities.
- Support performance improvement programs where required to address capacity gaps internally and/or to keep pace with changing external expectations of performance.
- Manage annual sustainability performance reporting for the Goliath Gold Complex, including the complaints and grievance mechanism and progression against strategy and goals.

Other

- Responsible for managing the day-to-day operations of Goliath Gold Complex's Community Relations department, including enabling employee development and setting performance objectives, expectations and priorities for team members.
- Demonstrate a commitment to safety and excellence while championing and promoting the company's vision, values and goals.
- Develop, manage, review and report for annual department budgets and quarterly forecasts.
- Contribute to monthly management and quarterly board reporting.
- Represent Treasury Metals on relevant committees and working groups where appropriate.
- This position requires regular business travel.
- Additional responsibilities or tasks as assigned by the Company from time-to-time.

What You Bring:

Must-Haves

- A minimum of a bachelor's degree in social sciences, Political Sciences, Public Relations, Communications, Sustainability, or related field.
- A minimum of 8 years' progressive experience in the management of community relations and/or social performance aspects for a mine, including direct experience in performing this function at a development project or operational site.
- Understanding and experience in external engagement with communities, external stakeholders, and regulatory authorities.
- Knowledge of exploration and mine development permitting processing in Ontario.
- Knowledge of mining industry and operations as well as familiarity with public company disclosure rules and regulations.
- Knowledge of Indigenous cultural, historical, and political context in Canada, Duty to Consult, Treaties and Rights, and Truth and Reconciliation.
- Advanced proficiency in supporting operational leadership and technical/project teams to incorporate social performance matters and risks into their work.
- Expert communication and presentation skills, particularly with presenting technical information in plain language and report writing.
- Ability to articulate Treasury Metals' messaging with clarity and enthusiasm to a diverse range of stakeholders.



- Strong interpersonal and relationship building skills with the ability to influence others to accept practices and approaches, including site management and senior leadership.
- Effective strategic planning and project management skills with a demonstrated ability to achieve deadlines and manage priorities.
- Ability to maintain confidentiality and respect in all situations.
- Strong analytical thinking, capable of macro-level and detailed-level analyses.
- Effective computer skills including Microsoft Office and electronic database management.
- Valid driver's license (equivalent to "Class G" in Ontario).
- Ability and willingness to travel regularly to local communities as needed.

Ideally

- Lived experience and understanding of Indigenous and northwestern communities in Ontario is considered an asset.
- Direct experience with the negotiation and implementation of Impact Benefit Agreements.
- Knowledge of Treaty 3 Nation-relations is considered an asset.
- Familiarity with consultation and/or community engagement tracking software preferred.
- Knowledge of sustainability principles, ESG frameworks, and regulations is an asset.

What We Offer:

- Attractive compensation package with base salary and eligibility for discretionary bonus and equity programs
- Relocation supports available
- Company-paid benefits coverage (health, dental, vision, out-of-country, employee & dependent life insurance, AD&D)
- Employee & Family Assistance Program
- Disability insurance plan
- Competitive vacation entitlements with access from Day 1
- Training and career development opportunities

What You Can Expect:

Respect

We treat each other with respect and value each person's unique contributions and perspectives.

Teamwork

We collaborate and hold each other accountable for our mutual success. We believe that nothing is worth doing if we cannot do it safely and we speak up if we have concern for ourselves or others.

Excellence

We are solution-focused and seek continuous improvement. Holding ourselves to the utmost safety, regulatory and ethical standards are non-negotiables.

Alignment

Leaders at Treasury Metals are committed to bringing our people along in the journey. Employees are encouraged to ask questions and provide feedback, all while supported by an experienced management team. Let's grow together.

Send resumes to: careers@treasurymetals.com

Treasury Metals welcomes and encourages applications from people with disabilities. Accommodations are available on request for candidates taking part in all aspects of the selection process.

