



One of Equinox Gold's cornerstone Canadian assets, the Valentine Gold Mine (VGM) is a new, world-class, long-life gold mine located in the central region of Newfoundland and Labrador. The mine achieved first gold in September 2025 and commercial production in November 2025 and, when operating at full capacity, will be the largest gold mine in Atlantic Canada and a significant economic driver and employer in the province. VGM currently has an estimated mine life of more than 14 years, with significant exploration potential. Equinox Gold is a public company (TSX: EQX; NYSE-A: EQX) headquartered in Vancouver, British Columbia, with a regional office located in Grand Falls-Windsor, NL.

Additional corporate and VGM information is available at [www.equinoxgold.com](http://www.equinoxgold.com)

Equinox is currently inviting applications for an **Environmental Superintendent** to join our growing team as the company transitions from mine construction to mine operations.

## **Environmental Superintendent**

Reporting to the Manager, Safety and Sustainability, the Environmental Superintendent will manage a team that provides support to our operations teams through environmental planning, monitoring, and management. The Environmental Superintendent will support the development of systems and programs to manage environmental compliance, initiating continuous improvement opportunities to ensure the Valentine Gold Mine meets or exceeds best industry practices in alignment with the Equinox Environmental and Social Performance Standards.

This position is located at the Valentine Gold Mine site, working on a 14 days in/14 days out rotation.

### **Responsibilities/Accountabilities:**

- Provide direct oversight for implementation of, and compliance with, all environmental standard operating procedures.
- Develop and implement environmental strategies with respect to water management, flora and fauna, waste, rehabilitation, etc.
- Work with the Manager, Safety & Sustainability regarding existing and future Environmental Assessment requirements.
- Lead the implementation and/or maintenance of adopted environment-related performance standards (including Mining Association of Canada's Towards Sustainable Mining program) and provide oversight for key disclosure reporting frameworks.
- Serve as the main point of contact for the Environment Department with Project construction and operational department Superintendents and Managers and oversee and supervise the day-to-day activities of the environment team and consultants.
- Provide training and coaching on environmental commitments and compliance obligations to all departments.

- Provide environmental expertise to senior (corporate) and site management, enhancing awareness of project and operational environmental issues.
- Actively participate in and help lead site safety initiatives.
- Proactively monitor, review, and resolve environmental and regulatory issues.
- Support the development, maintenance, and implementation of an up-to-date register of all permit and authorization conditions and commitments via the ESMS and associated software.
- Coordinate the preparation of permit applications and track approvals, or amendments as required.
- Ensure all environmental compliance reporting is submitted accurately and on time in accordance with the ESMS.
- Participate in consultations with local, provincial, and/or federal agencies on environmental issues.
- Work with the Environmental Senior Advisor to coordinate and supervise environmental monitoring and inspections.
- Complete compliance audits against conditions of authorization, regulatory compliance requirements and social obligations.
- Lead environmental incident investigations and implement corrective actions.
- Supervise, mentor, coach, and assist environmental staff to meet the expected performance level for the Valentine Gold Mine.
- Participate in and oversee the budget for the Environment Department.
- Develop and maintain a clear and open line of communication between senior management and site personnel regarding environmental issues and actions.
- Work with senior management and the stakeholder team respecting engagement with Indigenous groups, local communities, and other stakeholders.
- Work with the Manager, Safety & Sustainability acting as the senior environmental spokesperson for the site, representing the company to both the mining industry and the public as a partner in the development of mineral resources.
- Perform other duties as assigned.

### **Education and Experience:**

- Undergraduate degree in Science or Engineering is required.
- 8 to 10 years of related Environmental mining experience.
- Experience in a remote construction or operational setting is considered an asset.
- Experience in a similar industrial setting is considered an asset.

### **Knowledge and Skills:**

- Working knowledge of applicable federal and provincial environmental and related legislation.
- Positive and effective leadership and interpersonal communication skills (verbal and written).
- Resilient and adaptable – able to thrive in a dynamic work environment, managing competing priorities and deadlines, and adjusting activities and approaches as applicable.



- Excellent planning, problem-solving, and coordination skills.
- Team-oriented but individually driven to produce results.
- Manages personal workload to ensure completion of tasks within schedules.
- Demonstrated leadership in health, safety and environmental protection culture.
- Competency with Microsoft Office and data-management software.
- Experience in remote work settings and on shift/rotations preferred.
- A valid driver's license and a drivers abstract is required.

Equinox is an equal opportunity employer committed to local hiring preferences and all applications will be considered on this basis. We value equity and diversity and are committed to creating an inclusive workplace environment for all employees. Equinox reserves the right to hire only those candidates who are appropriately qualified for the position advertised.

Equinox will review all applications; however, we will only contact those candidates who best fit the requirements.

Additional corporate and Project information is available at [www.equinoxgold.com](http://www.equinoxgold.com)

To apply for this position, please do so by clicking on the following URL link: [Careers](#)

**Job ID: 1587**

**Deadline to apply: Monday, March 30, 2026**