

## ROLE PROFILE

OVERVIEW		
<b>Role:</b>	<b>ENVIRONMENTAL &amp; COMMUNITY MANAGER</b>	<b>Purpose:</b>
<b>Category:</b>	N/A	<ul style="list-style-type: none"><li>• Ensuring Permitting is completed to top standard and on schedule.</li></ul>
<b>Reports to:</b>	Senior VP – Engineering and Operations	<ul style="list-style-type: none"><li>• Provide direct support to several management functions including development and implementation of systems and processes.</li></ul>
<b>Location:</b>	Nevada	<ul style="list-style-type: none"><li>• Provide E&amp;C results to Study Team for timely incorporation into project design.</li></ul>
<b>Direct Reports:</b>	TBC	<ul style="list-style-type: none"><li>• Develop and implement stakeholder management system.</li></ul>
<b>Key Relationships:</b>	<ul style="list-style-type: none"><li>• Sr. VP</li><li>• Mine Area Manager</li><li>• Infrastructure Area Manager</li><li>• Process Area Manager</li><li>• Project Controls Manager</li><li>• E&amp;C Manager</li><li>• H&amp;S Manager</li><li>• CEO</li><li>• Finance Group</li><li>• Consultants / Contractor Organisations</li><li>• Environmental regulators</li></ul>	<ul style="list-style-type: none"><li>• Manage key stakeholder relationships.</li></ul>

<b>RESPONSIBILITIES</b>		
<ul style="list-style-type: none"> <li>• Ensure conformance with PM USA policies and procedures and relevant statutory obligations.</li> <li>• An overriding commitment to health, safety, environment responsibility and sustainable development.</li> <li>• Leading the execution of the permitting process, ensuring adherence to schedule, budget and quality standards, managing staff and consultants, and contributing to integration of the study with project design and overall project development.</li> <li>• Develop various processes and systems that will be used to manage information and data generated through completion of permitting and environmental studies – in certain cases, this function will be a coordinating role with other PM USA programs.</li> <li>• Participate in and help guide external relations related to the Community and key stakeholders, public consultations at local, and national levels.</li> <li>• Assist in developing the Environmental Convention.</li> <li>• ensuring environmental and related permits (dependent on environmental permit) are obtained.</li> <li>• Report on progress and represent PM USA (as required) in internal and external forums.</li> </ul>		
<b>INPUTS</b> <ul style="list-style-type: none"> <li>• Environmental execution plan.</li> <li>• Stakeholder engagement plan.</li> <li>• Overall external relations plan.</li> <li>• Budget, staff, consultants, logistics.</li> </ul>	<b>OUTPUTS</b> <ul style="list-style-type: none"> <li>• Environmental permits in Nevada.</li> <li>• Positive (or at least neutral) relations with key external stakeholders.</li> </ul>	<b>KEY MEASUREMENTS AND TARGETS</b> <ul style="list-style-type: none"> <li>• Environmental permit delivered to schedule and on budget.</li> <li>• Absence of significant mainstream opposition to project.</li> </ul>

LEADERSHIP MODEL ATTRIBUTES	TECHNICAL CAPABILITIES & COMPETENCIES
<p><b>MANDATORY ATTRIBUTES*</b></p> <ul style="list-style-type: none"> <li>• Judgement</li> <li>• Vision</li> <li>• Action Orientation</li> <li>• Feedback &amp; Recognition</li> <li>• Collaboration</li> <li>• Accountability</li> <li>• Communication</li> <li>• Credibility</li> </ul> <p><small>*Mandatory attributes are not to be altered in any way</small></p> <p><b>SUBSIDIARY BEHAVIOURAL ATTRIBUTES</b></p> <ul style="list-style-type: none"> <li>• Ability to motivate.</li> <li>• Ability to influence engineers and managers.</li> <li>• Fluency in written and spoken English.</li> </ul>	<p><b>QUALIFICATIONS</b></p> <ul style="list-style-type: none"> <li>• An advanced degree in earth, environmental or social science, engineering or mining-related topic.</li> </ul> <p><b>SKILLS</b></p> <ul style="list-style-type: none"> <li>• Leadership.</li> <li>• Strategic thinking.</li> <li>• Ability to organize and prioritize.</li> <li>• Ability to meet deadlines.</li> </ul> <p><b>EXPERIENCE</b></p> <ul style="list-style-type: none"> <li>• Experience in managing components of permitting.</li> <li>• Experience in consultant management.</li> <li>• Experience in working in mining.</li> <li>• Experience in external relations related to a mining project.</li> <li>• Experience working in Nevada.</li> <li>• Experience in promoting sustainable development.</li> </ul>

Approved by:

Date: