



Maintenance and Surface Services Manager

Under the supervision of the General Manager, the Director of Maintenance and Surface Services is responsible for planning, directing, and optimizing all maintenance activities for mobile and fixed equipment as well as site infrastructure. He/she ensures the availability, reliability, and performance of all assets while promoting a safe, compliant, and continuously improving work environment. He/she is also responsible for all activities related to surface services.

What does success look like for the Director of Maintenance?

Success is achieved when equipment and infrastructure are available and performing well, when maintenance activities are carried out efficiently and aligned with operational priorities, when resources are used optimally, and when safety, reliability, quality, and cost objectives are met.

RESPONSIBILITIES AND DUTIES

Specific Responsibilities

- ❖ Plan, direct, and coordinate all maintenance activities on site.
- ❖ In collaboration with the Director of Reliability and Planning, develop and implement preventive, predictive, and corrective maintenance strategies.
- ❖ Ensure the availability and reliability of mobile and fixed equipment as well as infrastructure.
- ❖ Collaborate with planning, reliability, and operations teams to optimize interventions.
- ❖ Establish maintenance priorities based on operational needs.
- ❖ Ensure compliance with quality standards, regulatory requirements, and industry best practices.
- ❖ Participate in planning major shutdowns and improvement projects.
- ❖ Monitor departmental performance indicators.

Operations Management

- ❖ Optimize maintenance processes to improve asset performance.
- ❖ Develop and monitor performance indicators.
- ❖ Implement continuous improvement initiatives.
- ❖ Collaborate with other departments to support mining operations.
- ❖ Manage contracts and suppliers related to maintenance activities.
- ❖ Team Management
- ❖ Lead, mobilize, and support department managers and employees.



- ❖ Develop competencies and ensure succession planning.
- ❖ Set performance objectives and monitor progress.
- ❖ Foster a culture of collaboration, accountability, and continuous improvement.
- ❖ Support managers in resolving operational issues.

Budget Management

- ❖ Develop, manage, and monitor the department's budget.
- ❖ Optimize the use of human, material, and financial resources.
- ❖ Analyze budget variances and implement corrective measures.
- ❖ Participate in annual budgeting and financial forecasting.
- ❖ Ensure rigorous management of contracts, parts, and maintenance expenditures.

Health and Safety Compliance

- ❖ Promote a culture of prevention and accountability in occupational health and safety.
- ❖ Ensure the department rigorously applies all site health and safety procedures.
- ❖ Strictly follow occupational health and safety procedures.
- ❖ Properly use personal protective equipment (PPE).
- ❖ Report any hazardous situation, anomaly, or risk condition observed on site.

QUALIFICATIONS AND REQUIRED PROFILE

Education and Experience

- ❖ University degree or technical diploma in Mechanical Engineering, Industrial Engineering, or a related field.
- ❖ Minimum of ten (10) years of management experience in a similar role with significant leadership responsibilities.
- ❖ Demonstrated experience in management.
- ❖ Experience in an industrial or mining environment (an asset).



Languages

- French–English bilingualism required.

Personal and Professional Competencies

- ❖ Strategic vision and excellent analytical skills.
- ❖ Strong interpersonal skills and ability to manage sensitive issues.
- ❖ Ability to influence, advise, and support managers.
- ❖ Rigour, discretion, and strong professional ethics.
- ❖ Ability to supervise and guide a team.

WORKING CONDITIONS

Work location: Troilus Mine Site

Schedule: 4/3 rotation at the mine site (may vary depending on operational needs)

Salary: Based on experience

Overtime eligibility: Management position, not eligible for overtime

Benefits: Group insurance Work environment: Multicultural and dynamic

***Interested candidates must submit their résumé by September 11, 2026 to cv@troilusmining.com and indicate the job title in the subject line. Only candidates selected for an interview will be contacted.