

Manager, Competency & Development for Health and Safety

Report to: SCP Director, Health and Safety

Department: Health and Safety

Location: Casa Grande, AZ

About Ivanhoe Electric Inc.

We are a United States-domiciled minerals exploration company with a focus on developing mines from mineral deposits principally located in the United States. We seek to support American supply chain independence by finding and delivering copper and other critical metals vital to advanced manufacturing, infrastructure development, technology, and national security. We use our powerful Typhoon™ geophysical surveying system, together with advanced data analytics provided by our 94.3% owned subsidiary, Computational Geosciences Inc. ("CGI"), to accelerate and de-risk the mineral exploration process as we seek to discover new deposits of critical metals that may otherwise be undetectable by traditional exploration technologies. We believe the United States is significantly underexplored and has the potential to yield major new discoveries of critical metals. Our mineral exploration efforts focus on copper as well as other metals including nickel, cobalt, platinum group elements, gold and silver. Through the advancement of our portfolio of critical metals exploration projects, headlined by the Santa Cruz Copper Project in Arizona, we intend to contribute to domestic supply by developing resources that support industrial and strategic sectors. We also operate a 50/50 joint venture with Saudi Arabian Mining Company ("Maaden") to explore for minerals on ~48,500 km² of underexplored Arabian Shield in Saudi Arabia. Finally, in 2024, we established an exploration alliance with BHP Mineral Resources Inc. ("BHP"), a subsidiary of BHP Group Limited, to search for critical minerals in the United States.

Duties and Responsibilities:

Construction Readiness & Competency Assurance

- Lead the development and execution of construction-phase competency programs supporting underground development, long hole stopping, tele-remote equipment operation, and associated high-risk work.
- Establish competency requirements and verification processes for safety-critical roles, including operators, supervisors, specialists, and contractors mobilizing to the site.
- Support Construction leadership by vetting contractor workforce competency, reviewing training records, certifications, and demonstrated experience prior to site access.
- Ensure competency verification processes are scalable and effective during rapid workforce ramp-up.

Training Program Development & Delivery

- Design and oversee mining and construction-specific education programs, including new miner training, experienced miner training, underground equipment operation, mineral processing fundamentals, and health & safety certifications.

- Ensure all training reflects high-quality, competency-based education practices, emphasizing demonstrated ability.
- Ensure training curricula meet or exceed MSHA requirements and all Ivanhoe Electric Health & Safety standards.
- Implement structured on-the-job training pathways to support skill transfer during active construction.
- Manage onboarding and readiness programs to ensure workers are prepared for site-specific hazards and work methods.

Contractor & Workforce Integration

- Coordinate with contractors and subcontractors to align workforce standards, training expectations, and competency requirements.
- Support contractor onboarding processes to ensure consistent application of health, safety, and competency across all work scopes.
- Work closely with procurement and construction teams to ensure workforce capability aligns with project execution schedules.

Stakeholder Engagement & Field Verification

- Engage with employees, supervisors, contractors, and construction leadership to understand competency needs and operational risks.
- Conduct regular field observations to verify competency in practice and confirm that training translates into healthy and safe work execution.
- Reinforce the link between competency, hazard recognition, and Zero SIF outcomes.

Compliance, Records & Reporting

- Ensure compliance with all regulatory training requirements.
- Maintain accurate training records, competency documentation, and certification tracking to support audits and inspections.
- Track workforce metrics including time-to-competency, certifications achieved, and effectiveness of training.
- Provide regular reports and recommendations for project leadership.

Leadership & Culture

- Align competency and education initiatives with site objectives and corporate Health & Safety strategies.
- Foster a culture where learning, verification of competency, and healthy & safe performance are fundamental expectations.
- Support continuous improvement in workforce capability throughout construction and transition to operations.

Skills and Experience Required:

- MSHA-Certified Instructor for Underground, Surface, and Mine Rescue.
- Certified Mine Safety Professional (CMSP) or equivalent credential.
- 10+ years of progressive mining industry experience, including underground mining and high-risk construction environments.
- 10+ years of leadership experience in health and safety, workforce development, or competency-based training.



- Demonstrated success building strong health and safety cultures, including projects achieving zero lost-time or medical-aid injuries.
- Deep operational knowledge of underground mining methods, equipment, and construction activities.
- Experience supporting contractor oversight, workforce vetting, and competency verification during construction phases.
- Strong leadership, communication, documentation, and compliance management skills.
- Ability to identify workforce capability gaps and implement targeted development solutions.

Qualifications:

- Strong commitment to quality education and verified competency are the foundations of healthy and safe work.
- Clear understanding of how competency assurance supports Zero SIF performance, particularly during high-risk construction.
- Ability to operate effectively in fast-paced, dynamic project environments.
- Professional relationship-building skills with employees, contractors, and leadership.
- Dedication to promoting a healthy, safe, inclusive, and high-performance culture.
- Willingness to perform other duties as assigned.

Diversity Statements:

Ivanhoe Electric is an equal opportunity employer that recognizes the value of a diverse workforce. All suitably qualified applicants will receive consideration for employment on the basis of objective criteria and without regard to the following (which is a non-exhaustive list): race, color, age, religion, gender, national origin, disability, sexual orientation, gender identity, or other characteristics in accordance with the relevant governing laws.

The Company offers a professional and entrepreneurial office environment and the opportunity to work and grow with talented colleagues. The Company offers competitive compensation and an employee benefits package. Please forward your resume, cover letter with salary expectations, and references to Human Resources at humanresources@ivanhoeelectric.com.

