

HUMAN RESOURCES COORDINATOR (LABOR RELATIONS)

POSITION

Human Resources Coordinator (Labor Relations) FDN

ABOUT US

Lundin Gold Inc., headquartered in Vancouver, Canada, is part of the Lundin Group of Companies, one of the most recognized, respected and powerful resource groups in today's global industry. The group comprises 13 publicly traded companies focused on the resource sector in more than 17 countries around the world.

Lundin Gold, through its Ecuadorian subsidiary Aurelian Ecuador S.A., owns the Fruta del Norte (FDN) Mine, located in southeast Ecuador, in the province of Zamora Chinchipe.

Fruta del Norte (FDN) is one of the largest and highest-grade gold deposits in the world which is now in production. The Company has an experienced team in mine operations dedicated to advancing FDN responsibly. In the fourth quarter of 2019, Lundin Gold produced the first gold and sent its first tones of concentrate and dore bars. In the first quarter of 2020, FDN reached the commercial production. The Company operates with transparency in accordance with international best practices and its fundamental principles: Working Safely, Environmental Stewardship and Respect.

THE ROLE

Continuously monitor the work environment by paying timely attention to staff complaints/uneasiness by proposing strategies and executing action plans to prevent conflicts and maintain a good work environment. Monitor compliance by all areas of FDN with legal provisions on labor matters and all Human Resources processes.

RESPONSIBILITIES

- Verify the legal compliance of the Company regarding: work contracts, special shifts, quota of personnel with disabilities, quota of personnel with youth contract, liquidations, provision of work clothes, etc.
- Monitor the work environment and propose preventive actions on labor issues that impact the operation.
- Establish timely and continuous communication channels.
- Manage and resolve complaints or labor conflicts that may arise.
- Participate in investigations required under the guidelines of the Workplace Harassment Policy, the Complaint Mechanism or others defined by the Human Resources Management.
- Keeping up to date with labor legislation.
- To ensure compliance with the Company's regulations and standards.
- To support the organization of integration activities and improvement of the work environment.
- Provide support in the personnel departure process.

SKILLS AND EXPERIENCE

- Third level degree in careers such as Industrial Psychology, Human Resources Engineering, Business Administration or Labor Law.
- Proven experience in all Human Resources subsystems such as: Organizational Development, Compensation, Labor Relations, Services and Benefits, Performance Management and Organizational Climate, among others.
- At least 6 years of experience as HR Generalist or Labor Relations Coordinator on-site within the mining, oil, construction, or related industries.
- Proven experience in managing organizational change processes, conflict resolution and creating industrial relations plans and programs.