

About the job:

PMET Resources Inc. is a pegmatite critical mineral exploration and development company focused on advancing its district-scale 100%-owned Shaakichiuwaanaan Property located in the Eeyou Istchee James Bay region of Quebec, Canada. The Shaakichiuwaanaan Project hosts the largest lithium pegmatite Mineral Reserve in the Americas and is one of the top 10 largest resources globally as well as hosting a significant tantalum component. The Property also hosts the largest pollucite-hosted caesium pegmatite mineral resource in the world. The Shaakichiuwaanaan Project is well positioned to become a North American critical mineral powerhouse.

The Vice-President Human Resources plays a strategic role focused on human capital strategy, organizational development and stakeholder relations for PMET. This executive is responsible for designing and executing HR initiatives to support company growth. Key responsibilities include overseeing talent acquisition, retention and succession planning as well as developing partnerships with First Nations Communities to ensure respectful engagement and create opportunities for local talent through skills training and workforce development programs. The VP of HR also ensures compliance with labor laws, maintains high standards for workplace safety and inclusion, manages HR budgets, and works closely with various teams and external partners to support the company's critical mineral exploration and development objectives. The position is located at the Head Office of the Company in downtown Montreal.

Primary Responsibilities:

- Serve as a key advisor to the executive team on human capital strategy, organizational development, and stakeholder relations.
- Lead the strategic development and execution of human resources initiatives to support the company's growth, with a focus on building scalable HR systems and fostering a positive organizational culture.
- Oversee talent acquisition, retention, and succession planning to meet the company's evolving needs during the development stage and beyond.
- Oversee the Company's total rewards strategy, including compensation, benefits, and pay equity compliance, to ensure competitiveness and alignment with organizational goals.
- Establish and nurture collaborative partnerships with First Nations stakeholders, ensuring respectful engagement and alignment with community values and expectations through co-design initiatives.
- Design and implement comprehensive skills training and workforce development programs, in close collaboration with EVP, Corporate Affairs to ensure a coordinated and aligned approach to stakeholder relations, particularly with First Nations communities and regional partners.
- Ensure compliance with all relevant labor laws, regulations, and company policies while maintaining high standards for workplace safety and inclusion.



- Develop and implement effective internal communications strategies to ensure consistent messaging, enhance employee engagement, and support organizational change initiatives across all levels of the company.
- Oversee the development and administration of budgets and forecasts for the HR function in close coordination with the Finance department.
- Oversee social performance metrics and reporting aligned with the Company's ESG framework.
- Lead the preparation and presentation of HR materials for governance and Board committee reviews.

Education and Training :

- Bachelor's degree in Human Resources, Business Administration, Industrial Relations or related field; a Master's degree or MBA is considered an asset.
- Professional HR certifications such as CRHA (Conseiller en ressources humaines agréé) or CRIA (Conseiller en relations industrielles agréé).
- Minimum of 10 years of combined experience in HR, Skills Development and Communications, ideally in the Québec mineral resource industry. Proven experience managing HR functions in remote mining operations (fly-in/fly-out, camp environment) considered an asset.
- Experience in developing, implementing or managing Indigenous partnerships and employment or skills development programs in mining operations.
- Cultural sensitivity and stakeholder management with Indigenous communities and leaders
- Training in Québec labor standards, employment law, and organizational development and asset.
- Intermediate computer skills (e.g. MS Office including Excel and Word) are essential.
- Valid Class 5 driver's license.
- Bilingualism (French and English) is an asset.

Working Conditions :

- Office work based in the Montreal office.
- Occasional travel to project site (remote camp), community and external stakeholders events.
- Participation in key meetings and engagements that may extend beyond standard business hours.