Director of Operations

Job Description

Reports to COO
Location: Durango, Mexico

Company Summary

Established in 2004, Endeavour Silver Corp is a mining company, focused on discovering and mining silver, with projects and operations in four countries: Mexico, Perú, Chile, and the United States. Our purpose is to be a leading silver producer that creates value for our stakeholders by discovering, developing, and operating our mines in a sustainable way.

Job Purpose

Oversee all aspects of the company's mining operations, and responsible for policies, objectives, initiatives, and related operations support functions.
Support Corporate business objectives throughout the Mine Operations
Communicate with the Corporate executive management regarding the Company's operations, including production in relation to established targets, budgeting, business challenges, and potential risks.
Use extensive mining operations experience, leadership skills, critical-thinking and creative problem-solving ability, and sound business judgment to develop, implement, and execute the Company's strategic business goals.
Effectively collaborate with the COO to ensure cohesive execution of the Company's business objectives for its operations.

Main Responsibilities

- Assume a strong leadership role in fostering and supporting company-wide 'Safety First' environment.
- Responsible for recruitment/selections/retention of key regional and mine site operational staff, including mining and milling operations.
- Ensure proper training and development of leadership to ensure top quartile performance at all sites.

- Effectively create a culture of commitment, cooperation and communication and mine management philosophy aimed at ongoing performance improvement.
- Responsible for achieving all capital/operating plans and budgets while ensuring costs and expenditures are effectively managed and maintained within budgeted cost constraints.
- Demonstrate knowledge, experience and expertise in a wide variety of mining concepts, practices, and procedures.
- Plan and direct operations personnel in strategies aimed at improving production, maintaining strong revenues and achieving high return on Company investment.
- Evaluate current and proposed systems and procedures and recommend changes when necessary to improve operational performance.
- Assume leadership role in developing and implementing physical asset management strategies throughout the operations sites (includes both fixed and mobile equipment assets)
- Oversee implementation of and support for key maintenance systems and budgeting tools related to physical asset management.

Requirements

Experience

- Minimum 8 years in senior leadership roles

Education

- Sc. in Mining Engineering, Metallurgical Engineering or other related discipline

Skills & Special Knowledge

- Minimum 15 years mine and/or mill experience primarily in underground operations.
- Goal driven leader and self-starter able to maintain a productive operations climate and confidently motivate, mobilize and coach employees to meet high-performance standards.
- Proven record of effective team development and ability to provide leadership and motivation in achieving company objectives.
- Exceptional oral and written communications skills.
- Strong presentation skills including the ability to present ideas to corporate executive management and Directors, contribute within a group, and influence others.
- Demonstrated knowledge, experience, and competency in the area of strategic business planning as it relates to operational performance and improvement.
- Highly regarded: strong understanding and demonstrable experience in reliability improvement methodologies such as Root Cause Analysis (RCA) and Reliability Centered Maintenance (RCM)

- Ability to identify anticipate situations that could impact operations and recommend pre-emptive solutions.
- Demonstrated ability to efficiently develop, implement, and manage projects.

Language

- Spanish and English; must be able to read, write and speak both languages clearly

Physical Requirements

- Able to work on remote locations