

<b>POSITION:</b>	Environmental Specialist
<b>DEPARTMENT:</b>	Environmental
<b>LOCATION:</b>	Brawley, CA
<b>REPORTING TO:</b>	Environmental Manager
<b>COMPENSATION:</b>	Market competitive and experience dependent
<b>APPLY TO:</b>	careers@equinoxgold.com with subject line "Mesquite - Environmental"
<b>DEADLINE:</b>	November 30, 2018

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### **EQUINOX GOLD CORP.**

Equinox Gold has a multi-million-ounce gold reserve base and a strong production growth profile from three wholly-owned gold mines. Equinox Gold's strategy is to become a diversified mid-tier gold producer within the next three years. The Company is delivering on that strategy, growing from a single-asset developer to a gold producer in just two years, and is on track to have three mines in production by mid-2020. The Company is in production at its Mesquite Mine in California, its Aurizona Mine in Brazil is on track to achieve commercial production around the end of Q1-2019, and its Castle Mountain Mine in California is expected to commence Stage 1 operations in early 2020.

### **POSITION OBJECTIVES**

The Environmental Specialist is responsible for environmental monitoring, compliance and reporting relating to the requirements of the various Mesquite Mine permits and with state and federal laws and regulations relating to environmental control, regularly exercising discretion and independent judgment in performing these functions.

### **KEY PERFORMANCE OBJECTIVES**

- Knows responsibilities related to Mesquite Mine's Emergency Response Plan and assists in updating its environmental requirements
- Learns and administers all company and legislated policies and procedures
- Abides by the company and legislated safety rules and procedures
- Contributes to the department's health and safety goals and objectives
- Provides content for, monitors and maintains effective pre-shift and monthly safety meetings
- Reports safety concerns and/or unsafe conditions, and takes corrective action, or seeks assistance in doing so
- Conducts monthly workplace inspections and hazard assessments of areas of responsibility, identifies and implements corrective and preventive actions
- Ensures accident/incident investigations are completed
- Uses appropriate safety equipment available to meet department requirements
- Ensures documentation, reporting, and follow-up requirements are completed
- Provides environmental support to the Incident Investigation Committee

### **ENVIRONMENTAL**

- Assists in maintaining Mesquite Mine's Environmental Management System (EMS) to comply with the ISO 14001 and the International Cyanide Code
- Contributes to the department's environmental goals and objectives
- Maintains compliance with corporate EMS and reporting standards

- Maintains compliance with all applicable environmental regulations
- Promotes awareness of environmental issues among employees
- Conducts environmental inspections of areas, identifies and implements corrective and preventive action
- Assists with activities for each department to prevent or mitigate the effects of pollution
- Reports all environmental concerns, provides assistance and notifies regulatory authorities
- Conducts internal/external regulatory inspections/audits
- Assists with implementation of company standards and guidelines for environmental incidents
- Assists with investigation of environmental incidents
- Assists with environmental strategies, policies, and programs

#### **DEPARTMENTAL**

- Collects and monitors data from various departments as well as outside consultants
- Verifies that documents are managed and maintained correctly through the Document Control and Records Retention system
- Prepares and submits all compliance reports and provides project assistance, as assigned
- Develops and maintains obligation register to track permit stipulations, as assigned
- Conducts field inspections and sampling
- Actively supports the registration and maintenance of the company's EMS
- Develops and implements environmental procedures and policies site-wide, as assigned
- Assists with maintaining permits and ensures applications, reports and other materials are submitted on time
- Implements all site activities regarding environmental compliance and programs
- Advises operations, maintenance and process team with training and problem solving, and ensures compliance with environmental and internal policies
- Assists with internal and external audits
- Assists in conducting environmental compliance assessments and gap audits
- Assists with change management process, coordinating closely with other departments to manage changes
- Assists with the development and implementation of environmental training
- Conducts environmental research and other duties, as assigned

#### **COST CONTROL**

- Ensures departmental compliance with accounting procedures
- Provides proposals and obtains approvals for department expenses

#### **COMMUNICATION**

- Analyzes and communicates environmental performance to all supervisors and managers
- Participates as an active member of the Environmental Management Committee
- Maintains effective information exchange with related departments
- Keeps departmental staff informed

### **TRAINING AND DEVELOPMENT**

- Maintains technical competencies by identifying and attending appropriate training
- Evaluates training needs, develops and delivers training directly or through others
- Supervises the development, delivery and documentation of training programs
- Coordinates the scheduling, delivery and documentation of all other employee training

### **HUMAN RESOURCES MANAGEMENT AND EMPLOYEE RELATIONS**

- Adheres to and complies with Human Resource policies and procedures

### **BUSINESS IMPROVEMENT**

- Assists and recommends business improvement initiatives
- Oversees implementation of approved initiatives
- Coordinates goal-setting program and achieves goals

### **MINIMUM EDUCATION OR SUBSTITUTED EXPERIENCE**

- Bachelor's Degree is required with a preference for an environmental, earth science, engineering or related field. Education requirement may be substituted with 1-3 years' verifiable experience in mining industry or related field

### **MINIMUM EXPERIENCE REQUIRED**

- Minimum 1 to 3 years' experience in mining or related industry, preferably with California environmental regulations

### **SKILLS**

- Familiarity with State and Federal environmental agencies, environmental monitoring and compliance reporting
- Technical knowledge of Environmental Management Systems
- Proficient with Excel, Word, Visio and SharePoint
- Analytical and strategic thinking
- Attention to detail with excellent organizational skills
- Ability to identify, analyze and solve problems
- Ability to prepare accurate records and reports
- Excellent oral and written communication skills with internal and external contacts
- Excellent environmental awareness and leadership
- English required, Spanish an asset

### **EQUIPMENT**

- Confidential personnel/company records and investigative reports, portable laptop, office, light vehicle, pollution control equipment and monitoring equipment

### **INTERNAL AND EXTERNAL CONTACTS**

- Other department supervisors and data contacts, including outside consultants when instructed