

The Company:

Spanish Mountain Gold is a growth-oriented development company committed to responsible mining, environmental stewardship, respect for Indigenous rights and interests, and meaningful, ongoing engagement with local communities.

Spanish Mountain Gold recognizes that building trusted, long-term relationships with Indigenous Nations and community partners is fundamental to responsible project development. The Company is committed to early, transparent, and culturally respectful engagement that supports shared understanding, informed participation, and collaborative decision-making.

Position: Permitting and Community Engagement Coordinator

Location: A combination of Vancouver office-based coordination and regular travel to the project site in Likely, Central British Columbia near Williams Lake. A flexible work arrangement may be considered.

Availability: Immediate

Job Category: Full time

Job Description:

The Permitting and Community Engagement Coordinator will functionally report to the Site Manager on a day-to-day safety basis, with a dotted line to the Vice President of Environmental, Social, and Governance Affairs (ESG) for assignment of responsibilities and weekly tasks. This role will support the development and implementation of respectful, inclusive, and effective engagement programs with Indigenous Nations and local communities, while coordinating key aspects of the Project's permitting processes.

The successful candidate will act as a key liaison between the Project team and external stake and rightsholders, ensuring that engagement is meaningful, well-documented, and integrated into project planning and regulatory submissions.

The position involves regular travel to the project area and surrounding communities.

Key Responsibilities include, but are not limited to:

Indigenous Relations and Community Engagement

- Aligned with company values and regulatory expectations, support the development and implementation of Indigenous and community engagement plans;
- Build and maintain respectful, trust-based relationships with Indigenous Nations, local communities, and stake and rightsholders;
- Coordinate and participate in meetings, workshops, community events, and site visits;
- Prepare clear, accessible, and culturally appropriate engagement materials, including plain-language summaries of technical information;

- Actively listen to and document community and Indigenous perspectives, concerns, and traditional knowledge (as shared), ensuring accurate and respectful representation;
- Support the integration of Indigenous knowledge and community input into project design, environmental assessment, and decision-making processes;
- Maintain detailed records of engagement activities to support consultation tracking and regulatory requirements;
- Assist in responding to community inquiries and concerns in a timely, transparent, and respectful manner.

Permitting and Regulatory Coordination

- Support the coordination of regulatory applications and approvals, ensuring engagement inputs are reflected in submissions;
- Maintain engagement and permitting tracking systems, including consultation logs and commitments registers;
- Assist with the preparation of sections of regulatory applications related to engagement and consultation;
- Liaise with regulators to support information requests related to consultation and engagement;
- Support tracking and implementation of commitments arising from engagement and permitting processes;
- Support the Environmental Coordinator with EA baseline collection coverage support, when and as required.

Collaboration and Integration

- Work closely with environmental, technical, and project development teams to ensure community and Indigenous perspectives are understood and considered;
- Identify potential risks, issues, or sensitivities related to community or Indigenous interests and support proactive mitigation strategies;
- Through open communication and collaboration support alignment between corporate objectives and community expectations;
- Travel regularly to the project site and surrounding communities to maintain a visible and engaged presence;

Qualifications and Skills Requirements:

We are seeking a relationship-focused and culturally aware professional who brings understanding, integrity, and strong communication skills to their work. The ideal candidate understands that engagement is not transactional, but built on trust, consistency, and respect.

The ideal candidate must possess and/demonstrate:

A Bachelor's degree in Indigenous Studies, Environmental Science, Social Sciences, Natural Resource Management, or a related field;

Minimum 5 years of experience in Indigenous relations, community engagement, or consultation, preferably in mining or resource development;

Understanding of Indigenous consultation processes in British Columbia and familiarity with applicable regulatory frameworks (e.g., Federal Impact Assessment Act, Provincial Environmental Assessment Act, Mines Act, MDMER);

Demonstrated ability to build respectful relationships with Indigenous Nations and community stakeholders;

Ability to balance community priorities with regulatory requirements;

Strong communication skills, including the ability to convey technical information in clear, accessible language;

Strong interpersonal, listening, and facilitation skills;

Experience preparing engagement records, reports, and consultation logs;

Strong level of professionalism, discretion, and cultural awareness and sensitivity, with a willingness to learn and adapt;

Commitment to respectful engagement with Indigenous Nations and communities;

Strong organizational skills with the ability to manage multiple priorities;

Valid driver's license and willingness to travel frequently to rural and remote communities;

Be self motivated, confident, and the ability to work independently and/or within a group;

Ability to work well under pressure to meet deadlines.

Compensation: Competitive compensation and opportunities for professional growth.

This role offers a unique opportunity to contribute to a project where community and Indigenous engagement are central to success, and where your work will directly influence how the Project is shaped and advanced.

Interested candidates meeting the criteria above are encouraged to submit their resume, with a cover letter referencing this position to: careers@spanishmountaingold.com. Applications are welcome until April 30, 2026.