



FIRST MINING GOLD

Job Category: Environmental Coordinator

Employment Type: Employee (Full-time, Hourly)

Location: Springpole Project, NW Ontario (travel provided from Red Lake, Ear Falls or Sioux Lookout)

Application Deadline: September 25, 2026

Vacancy Status: This posting is for an existing vacancy

First Mining Gold Corp. (First Mining) is guided by its values of safety, integrity, responsibility and collaboration. We develop and operate our projects safely, reliably and with care for our impact on the environment. With our presence in Ontario and Québec, our people play an active role in building strong communities.

We are proud of how our hard work and commitment to sustainability sets us apart and benefits society communities where we operate, every day. We are looking for a new team member who shares our values and is ready to take on exciting challenges.

The opportunity

We are seeking a highly organized and resourceful environmental professional to take on the role of Environmental Coordinator with a focus on our Springpole Project in northwestern Ontario. The Environmental Coordinator will report to the Director, Environment & Community Relations. The position will require travel into site from Red Lake, Ear Falls or Sioux Lookout, ON, for a 2 weeks on / 2 weeks off rotation. This position does not qualify for relocation allowance.

What you will do

As Environmental Coordinator, your primary duties and responsibilities will be as follows:

- Develop, coordinate, and implement environmental field programs for the Springpole Project, working collaboratively with First Mining staff and external consultants to ensure high quality program execution.
- Maintain compliance with corporate environmental policies and all applicable regulations, ensuring the project site operates in accordance with required environmental protection standards.
- Ensure all environmental data collection adheres to strict QA/QC protocols, supporting accuracy, consistency, and defensible reporting.
- Lead and participate in field monitoring activities, including surface water sampling, groundwater monitoring, wildlife surveys, air monitoring, and aquatic studies, while ensuring all work meets regulatory and project requirements.
- Carry out responsibilities within approved budgets and field schedules, ensuring efficient and cost effective program delivery.

- Prepare periodic internal reports on environmental performance and support the development of company reporting obligations related to environmental monitoring and compliance.
- Provide guidance and support to Environmental Technicians and Monitors engaged in environmental programs at Springpole, promoting consistency, safety, and high quality field practices.
- Participate in community consultation meetings as required, ensuring respectful engagement and transparent communication with Indigenous and local community partners.
- Perform additional duties appropriate to the role and aligned with responsibilities expected within a mineral exploration and development company.

Preferred Qualifications and Education

- Bachelor's Degree or Diploma in Environmental Science, Environmental Engineering, Natural Resource Management, or a related discipline.
- A minimum of eight (8) years of experience working with and ensuring compliance with federal and provincial environmental regulatory requirements; direct experience in the mining industry is considered a strong asset.
- Demonstrated experience in Indigenous and/or community liaison work, including participation in consultation activities, relationship building, and supporting culturally appropriate engagement.
- Proficiency with environmental and communication software, including tools used for data management, monitoring programs, reporting, and stakeholder engagement.
- Strong knowledge of Indigenous and local communities, including environmental conditions, cultural and heritage resources, land rights, traditional land use, community development considerations, stakeholder engagement processes, and the roles of relevant government departments.
- Valid Class 5 Ontario driver's license, a clean driving record, and reliable access to an insured vehicle to support travel to project sites and community meetings.

Key Competencies

- Strong interpersonal and relationship building skills, with the ability to work collaboratively with colleagues, consultants, Indigenous partners, regulators, and community stakeholders.
- Ability to work both independently and within a multi disciplinary team, demonstrating sound judgment, professionalism, and a cooperative, solutions focused mindset.
- Excellent problem solving and critical thinking abilities, including the capacity to assess field conditions, evaluate risks, and implement practical and innovative environmental solutions.
- Effective communication skills in both written and verbal formats, with the ability to interpret and convey technical information clearly for diverse audiences, including community members, regulators, and internal leadership.
- Strong organizational and time management skills, with the ability to manage multiple field programs, reporting requirements, and consultation activities in a fast paced and evolving environment.
- Demonstrated ability to plan, coordinate, and participate in events, including community meetings, open houses, and engagement sessions.

- Cultural awareness and sensitivity, with proven abilities engaging with Indigenous communities and navigating complex or sensitive environmental and land use issues respectfully and constructively.
- High level of professionalism, integrity, and work ethic, with a commitment to safety, environmental stewardship, and positive team culture.
- Proficiency in Microsoft Office Suite and familiarity with environmental monitoring, data management, and communication software.
- Adaptability and resilience, with the ability to work in variable field conditions, manage shifting priorities, and maintain poise under pressure.

About First Mining Gold Corp.

First Mining is a gold developer advancing two of the largest gold projects in Canada, the Springpole Gold Project in northwestern Ontario, where permitting activities are on-going with a final Environmental Impact Statement / Environmental Assessment for the project submitted in November 2024, and the Duparquet Gold Project in Quebec, a PEA-stage development project located on the Destor-Porcupine Fault Zone in the prolific Abitibi region. First Mining also owns a 20% project interest in the Pickle Crow Gold Project in Ontario and large equity interest in Seva Mining Corp.

First Mining was established in 2015 by Mr. Keith Neumeyer, founder and CEO of First Majestic Silver Corp.

Apply now!

First Mining offers an attractive employee package, including competitive hourly wage of \$36 - \$45 per hour, participation in our incentive plans, extended health benefits, training, and excellent career growth prospects. If you are interested in joining a growing and exciting company, please submit a **COVER LETTER and RESUME** to careers@firstmininggold.com **by 5 p.m. (Pacific Time) on September 25, 2026.**

Learn more

Visit us at www.firstmininggold.com and connect with us on our social media channels for our latest news, employee stories, community activities, and other updates.

Thank you for choosing First Mining in your career search.

- We thank all applicants; however, only those selected for an interview will be contacted.
- Applicants must have legal authorization to work in the country in which the position is based with no restrictions.
- First Mining is an equal opportunity employer committed to building a diverse workforce representative of the communities in which we operate. We are pleased to consider and encourage all qualified candidates, without regard to race, colour, citizenship, religion, sex, marital / family status, sexual orientation, gender identity, aboriginal status, age, disability or persons who may require an accommodation, to apply.