

## POSITION DESCRIPTION

**Title:** Chief Operating Officer (COO)  
**Reports to:** President and Chief Executive Officer (CEO)  
**Location:** Vancouver, BC  
**Date:** August 2019

Great Panther Mining Limited (“Great Panther” or the “Company”) is headquartered in Vancouver, Canada, with operations in three leading Latin American mining jurisdictions. The Company employs approximately 1,800 people and is listed on the TSX and NYSE American.

The COO is responsible for the safe and successful operation of Great Panther’s global mining operations and growth and development projects. The role reports directly to the CEO and has functional responsibility for Safety, Health, Environment and Quality. Furthermore, the COO will be expected to articulate and implement the Mission, Vision and Values of Great Panther.

The COO will be part of the Senior Executive Team and will share the responsibility with the CEO and the Chief Finance Officer & Corporate Secretary (CFO) of ensuring the Company meets its short-term operational and long-term strategic goals. The COO will also be responsible for the implementation and further development of the Company’s strategic vision.

### Qualifications and Experience

- A degree/master’s degree in mining related engineering and registered as a professional engineer
- A recognized MBA will be a distinct advantage
- A minimum of 10-15 years of extensive experience in a senior role within the mining industry, previous experience as a COO is essential
- Strong management and leadership skills with a high degree of accountability
- Demonstrated good working knowledge and experience in developing and implementing strategic plans, management policies, strategies and systems
- Excellent interpersonal, communication and consultative skills with the ability to interact with senior people in the company, private and public sector
- Highly analytic and strategic with the ability to appreciate the big picture and context, and effectively implement the same in practical terms
- Strong financial acumen including the ability to develop budgets and plans and be accountable to the plans, monitor and assess financial performance
- A proven track record in improving all mine site processes
- Demonstrated ability to be responsible for the successful direction, management and development of mining operations and projects

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- Strong verbal and written communication skills, and be equally at home at leading personnel at the mine site and presenting in the boardroom
- Proven ability to effectively present and communicate key technical, financial, safety, environmental and social matters to the board and other stakeholders
- Have proven experience in the development and management of mine operations
- Experience in working in Latin America is preferable and Brazil would be a bonus
- Demonstrated track record of establishing and maintaining safe work environments and fostering a strong safety culture
- Experience and knowledge to ensure compliance with all environmental, health and safety regulations and associated permits.
- Must speak English, and preferably Spanish and/or Portuguese

*Great Panther provides equal opportunities for all applicants and is committed to fostering an inclusive, accessible environment, where all employees feel valued, respected and supported throughout the recruitment and employment process. If you require accommodation, we will work with you to meet your needs.*

*Interested candidates should email their resume and cover letter to [careers@greatpanther.com](mailto:careers@greatpanther.com) with COO in the subject line. We thank all applicants for their interest in Great Panther, however only those selected for an interview will be contacted.*