



JOB DESCRIPTION

Company: Great Panther Silver Limited
Title: Director of Human Resources
Reports to: Chief Executive Officer
Location: Vancouver, Canada
Revision Date: January 2019

Great Panther Silver Limited (“Great Panther” or the “Company”), headquartered in Vancouver, is a primary silver mining and exploration company listed on the Toronto Stock Exchange and NYSE American. The Company’s current activities are focused on the mining of precious metals from its two wholly-owned operating mines in Mexico: the Guanajuato Mine Complex and the Topia Mine in Durango. In addition to its operations in Mexico, Great Panther has significant strategic growth initiatives including the acquisition of Beadell Resources Limited in Brazil, which is expected to be completed by March 2019, and its Coricancha Project in Peru which has the potential to be operational by the end of the 2019, pending the completion of an evaluation program. The closing of the Beadell transaction and advancing of Coricancha will create a new intermediate and growth-oriented precious metals producer focused on the Americas.

Position Summary

The Director of Human Resources (“Director HR”) is directly responsible for serving as a strategic positioner and change agent impacting the Company globally by developing and implementing effective HR strategies and performance management initiatives that align the organization’s vision, values and strategic plan with HR programs and services. Specific responsibilities include organizational design and effectiveness, evaluation and development programs, recruitment and retention, compensation and benefit programs, policies and procedures, training and employee communications. Experience in Mexico, Peru and Brazil and knowledge of employment standards and practices in these countries are a plus. Experience in mining is also a key consideration, but those with relevant experience in other industries will be considered.

In collaboration with executive leadership across Great Panther, this position facilitates problem solving, maintains a high level of customer satisfaction, and provides guidance, advice and consultation on all HR and talent related matters. The Director HR will demonstrate a solid understanding of the business needs and challenges of the organization while translating business needs and priorities into action through diligent project management and collaborative team work. Demonstrated experience in managing remote teams is also a critical aspect of the role, including situations involving personnel with multiple reporting lines. The successful candidate must be a “big picture” person but also have strong attention to detail and be able to work hands on to successfully execute on projects and tasks. Effective time management skills and ability to handle multiple projects is crucial.

Great Panther offers an exciting yet challenging work environment. The Director HR will work with a very strong team of peers who are dedicated, performance oriented and focused on driving the Company’s success. Great Panther offers a very attractive compensation package which includes eligibility for annual bonuses and share based compensation, RRSP matching, and a very competitive group health benefits program.



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Duties/Accountabilities

- Develop, implement, and support a human resource strategic plan including talent acquisition, career development, talent and leadership development, employee engagement and retention while fostering positive relationships between employees and managers to ensure human resource and talent continuity across the organization.
- Design and develop talent management initiatives in collaboration with stakeholders to enable the accomplishment of business objectives.
- Lead execution of full life-cycle recruiting from posting, sourcing, screening, assessing, interviewing and offer negotiation. Coach our teams to strengthen candidate pipelines.
- Embrace transformation and innovation, continuous learning, and leveraging HR technology to improve employee experience and organizational effectiveness.
- Oversee succession planning programs to ensure a healthy employee pipeline and promote talent in preparation for growth of future management positions.
- Support the management team with strategic reporting and analysis of HR trends.

Key Qualifications

- University degree and relevant professional qualifications.
- Multiple years of applicable experience, with at least 3 years at a senior level.
- Expertise and comfort in designing processes, workflows, policies and best practices.
- Proven experience in designing, managing and measuring strategies, including strong execution and change management.
- Demonstrated success in managing and leading teams with multiple reporting lines in different locations.
- Strong verbal and written communications skills and attention to detail.
- Demonstrated experience in working with and administering share-based compensation programs and other incentive programs.
- Expert level knowledge and experience in using technology (Excel, Word, PowerPoint, other HR systems and applications).
- Strong analytical, organizational and problem-solving skills.
- Ability to prioritize and meet deadlines.
- Ability to travel.
- Relevant experience in Latin America is a plus.

Great Panther Silver is committed to employment equity, supports diversity in the workplace, and encourages applications from all qualified individuals. Interested candidates can submit a resume and cover letter to careers@greatpanther.com with “**Application for Director HR Position**” cited in the subject line of the email. We thank all those who apply, however, only candidates selected for an interview will be contacted.