

SEABRIDGE GOLD

Seabridge Gold Inc. is seeking a **full-time Compliance Manager** to join our Environment team.

Seabridge Gold was founded in 1999 and holds a 100% interest in several North American gold projects. Seabridge's assets include the KSM and Iskut projects located near Stewart, BC, the Courageous Lake project located in the Northwest Territories, the Snowstorm project in the Getchell Gold Belt of Northern Nevada and the 3 Aces project in the Yukon Territory. Seabridge strives to provide opportunities for people who have talent, passion and integrity and the desire to work within an organization that values and supports them. For further information on our company, please visit www.seabridgegold.com.

Location

Smithers, B.C., with a flexibility of remote work. With travel to offices and sites across BC including KSM Project and 3 Aces site required.

Position Summary

Reporting to VP, Environment & Social Responsibility, the successful candidate is responsible for assisting our employees and contractors to advance the Projects and ensure that the Projects remain in Compliance with company obligations. This includes working with our integrated operations teams to monitor construction works to ensure compliance with permits and application of best management practices, including making recommendations to resolve non-conformances. Tracking permit conditions and commitments for compliance tracking and reporting and managing a team of compliance staff and consultants is included in the job duties.

Key Responsibilities

Permitting and Compliance

- Lead the overall compliance file and strategy for Seabridge Gold, and provide technical oversight for a variety of Provincial and Federal permits, mainly for the KSM Project;
- Lead the compliance activities with project permits to federal and provincial agencies in BC and the Yukon;
- Manage permit and field data collection database systems;
- Collaborate with site Operational Projects Team and environment monitors to ensure relevant field data is collected;
- Provide strategic regulatory and environmental advice to Exploration and Projects teams related to impact mitigation, and obtaining environmental approvals to successfully implement exploration programs;
- Collaborate with the Manager of Environment/Permitting and Community Affairs Manager to ensure compliance with environmental guidelines, permits and regulations.

Stakeholder Engagement and Leadership

- Prepare and manage reports for submittal to Indigenous and regulatory agencies;
- Engaging with indigenous communities and regulatory agencies;
- Lead and provide mentorship and guidance to the compliance team and manage compliance staff, consultants work scopes, budgets and schedules;
- Foster a culture of compliance, accountability, and continuous improvement.

Education, Skills and Experience

- Bachelor's degree in science or related discipline. Master's degree considered an asset.
- R.P.Bio, P.Biol., P.Geo, or P.Eng or equivalent registration with a professional regulatory body.
- Demonstrated leadership experience with a strong track record of effectively managing teams and external consultants to achieve strategic objectives.
- Proven skills in developing team capabilities through mentorship, training, and performance management.
- 10 - 15 years of environmental permitting and compliance experience related to mining, forestry or energy projects in British Columbia.
- Proven track record in environmental permitting processes within British Columbia
- Proven experience in interpreting and implementing provincial and federal environmental regulatory requirements.
- Demonstrated ability to form relationships at all levels internally and with external stakeholders
- Mine Operational experience an asset
- Motivated self-starter who can manage projects simultaneously, adapting to changing needs.
- Strong interpersonal, management and leadership, and technical writing skills.
- Willing to travel 20% to project sites

Schedule

Monday – Friday, travel required for projects sites approximately 20% on average per year.

Our Offer

Annual salary of \$150,000 - \$165,000. We provide a supportive culture that prides itself on teamwork, professionalism, and safety. Apply today for an exciting opportunity to contribute to the success of the business and reach your full potential.

Apply

Please apply through email to hr@seabridgegold.com and attach your Cover Letter and Resume in Word or PDF format. Thank you for your application, however, only those selected for an interview will be contacted.

We are pleased to consider all qualified applicants for employment without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, age, disability, protected veterans' status, Indigenous status, or any other legally protected factors.

Closing Date: July 1, 2025