

Vice President, People, Culture & Development

About the Company

At New Found Gold, we're on a mission to uncover the treasures hidden beneath the Earth's surface. As an emerging gold producer in Newfoundland & Labrador, we combine cutting-edge technology with geological expertise to discover and develop world-class mining operations. Our values— Leadership, Safety, Sustainability, Community and Courage—guide every step of our journey.

As we continue to grow, we are seeking an experienced and strategic leader to join our executive team as Vice President, People, Development & Culture.

Position Summary

Reporting directly to the Chief Executive Officer, the Vice President, People, Development & Culture will lead the Company's human resources strategy and oversee all aspects of people management, organizational development, culture, leadership development, talent acquisition, succession planning, compensation, employee relations, and workforce engagement.

The successful candidate will play a critical role in shaping and supporting a high-performance culture across corporate and operational sites while ensuring alignment with the Company's strategic objectives and values.

Key Responsibilities

- Develop and execute the Company's people and culture strategy in alignment with corporate objectives, purpose and core values.
- Provide strategic HR leadership and support to the executive team and operational leadership.
- Lead talent acquisition, workforce planning, succession planning, and retention initiatives.

- Foster a strong organizational culture focused on safety, accountability, inclusion, collaboration, and performance.
- Oversee leadership development, employee training, mentorship, and professional development programs.
- Support labour relations, employee relations, and conflict resolution initiatives as required.
- Ensure compliance with applicable employment legislation, regulations, and HR best practices.
- Lead compensation, benefits, and performance management programs.
- Develop and implement diversity, equity, and inclusion initiatives across the organization.
- Support organizational growth, change management, and integration initiatives.
- Oversee HR policies, systems, reporting, and internal controls.
- Build strong relationships with employees, leadership teams, communities, and external stakeholders.

Qualifications & Experience

- Bachelor's degree in Human Resources, Business Administration, Organizational Development, or a related discipline.
- CHRL, CHRE, CPHR, or equivalent professional designation considered an asset.
- Minimum 10–15 years of progressive HR leadership experience, including senior executive-level experience.
- Experience within the mining, natural resources, industrial, or heavy industry sectors strongly preferred.
- Proven experience supporting multi-site operations and geographically dispersed teams.
- Strong understanding of employment legislation, labour relations, compensation practices, and organizational development.
- Demonstrated ability to influence and collaborate effectively with executive leadership and operational teams.
- Exceptional leadership, communication, interpersonal, and change management skills.

- High level of integrity, professionalism, and sound judgment.
- Experience supporting growth-oriented organizations and organizational transformation initiatives considered an asset.

What We Offer

- Competitive compensation package
- Annual incentive opportunities
- Comprehensive benefits program
- Career growth and leadership opportunities
- A collaborative and values-driven work environment

The Terrain Ahead

- Work Environment: Hybrid position with 3 days per week in office
- Location: Toronto, Ontario with travel required to support sites
- Posting Date: June 10, 2026
- Closing Date: June 24, 2026
- Salary Range: \$220,000-\$350,000/year

Application Information

Qualified candidates are encouraged to submit their resume and cover letter to careers@newfoundgold.ca or fill out our contact form at this link <https://newfoundgold.ca/contact/careers-opportunities/>.

Please indicate the position you are applying for in the subject line of your email or in the message with your resume.

We thank all applicants for their interest; however, only those selected for an interview will be contacted.

New Found Gold Corp. is an equal opportunity employer committed to fostering a diverse and inclusive workplace.