



Vice President, Metallurgy Job Description

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Position Title:	Vice President, Metallurgy
Department:	Engineering / Operations
Location:	Delta, B.C. or Toronto, ONT with occasional travel to project sites and test laboratories
Reports To:	Chief Operating Officer

General Accountability:

The Vice President, of Metallurgy reports directly to the Chief Operating Officer and works closely with the Vice Presidents of Operation and Exploration. This position is responsible for the overall development, design, implementation, and execution of Avalon's metallurgical and chemical processing operations. Responsible for one or more major mine development projects at any one time. Responsible and accountable for the selection of the project management team and all third party design, engineering or other construction and consulting firms that may be engaged. Ensures compliance with all applicable policies, rules, laws and government regulations within Project Scope. Authorizes commitments and expenditures within authority levels, and controls costs within budget limits.

Primary Responsibilities:

- Maintain a safe and efficient work environment;
- Lead, direct, and support all aspects of laboratory test work covering flotation, acid and caustic cracking, leach, solvent extraction, and separation processes for a planned major rare earth recovery and separation project ;
- Manage the overall design of process flowsheets, plant layouts, material handling systems, manpower requirements, equipment procurement and material utilization;
- Develop and manage metallurgical operations and work practices that maximize operational efficiencies;
- Improve plant operating performance; reduce waste and delays; promote cost reductions; and achieve a high level of operating efficiency;
- Evaluate current and potential processing methods;
- Monitor and analyze key metallurgical performance indicators of process operations and recommend corrective actions to the operations team;
- Manage metallurgical and chemical engineering activities working with the operations team and external consultants;
- Create and distribute monthly metallurgical and engineering reports;
- Work within cross-functional teams and coach, mentor supervise and lead direct reports;

Education and Experience:

- Bachelor's degree in metallurgical or chemical engineering;
- Minimum ten years of metallurgical experience; mineral processing, leaching, solvent extraction and rare earth experience preferred or essential;
- Minimum ten years of engineering process design and feasibility studies;
- Minimum ten years of project management and financial budgeting;
- Strong computer skills (i.e. MS Office including Excel, Word and PowerPoint).

Core Competencies:

- Demonstrated commitment to safe working practices;
- Ability to effectively delegate while maintaining forward motion on key deliverables;
- Proven team player skills with ability to build and maintain internal and external relationships;;
- Strong written and verbal communication skills;
- Strong organizational and interpersonal skills;
- Excellent problem solving and analytical skills;
- Ability to work independently with minimal supervision;
- Strong mentoring, training and coaching to junior colleagues.