**Maintenance Manager**

Page Content

**Classification** Exempt

**Reports to** CEO or Delegate

**Summary/Objective**The Maintenance Manager is responsible for overseeing the reliability, availability, and efficiency of all fixed and mobile equipment across the mineral processing operation. This role requires expertise in mechanical, electrical, hydraulic, and pneumatic systems supporting key process areas, including acid leach, counter-current decantation (CCD), solvent extraction-electrowinning (SX-EW), grinding, sulfide flotation circuits and related support infrastructure. The Maintenance Manager will work closely the Process Manager and all other managers, leading a multidisciplinary team to execute preventative and predictive maintenance programs, optimize asset performance, and minimize unplanned downtime. This position is critical to ensuring compliance with safety, environmental, and regulatory standards while driving continuous improvement in maintenance operations.

**Essential Functions**

Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

* **Develop and Implement Maintenance Programs**
	+ Establish and manage comprehensive preventative and predictive maintenance programs to enhance equipment reliability and efficiency.
	+ Utilize computerized maintenance management systems (CMMS) for tracking work orders, equipment history, and inventory control.
	+ Work closely with Process Manager to ensure all maintenance schedules and reactive maintenance are aligned appropriately with operational and processing priorities.
* **Equipment Management and Optimization**
	+ Oversee maintenance and optimization of key process systems, including crushers, grinding mills, flotation cells, CCD thickeners, SX-EW plants, and tailings facilities.
	+ Supervise mobile fleet maintenance, including loaders, and auxiliary vehicles, ensuring optimal performance and longevity.
* **Troubleshooting and Repairs**
	+ Lead root cause failure analysis (RCFA) for recurrent equipment issues and implement corrective and preventive actions.
	+ Direct troubleshooting and repair efforts on mechanical, electrical, and hydraulic systems to minimize production disruptions.
* **Regulatory Compliance and Safety**
	+ Ensure all maintenance activities adhere to MSHA and OSHA regulations, environmental standards, and company safety protocols.
	+ Conduct regular inspections and audits to identify and mitigate potential hazards within maintenance operations.
* **Budget and Inventory Management**
	+ Develop and manage maintenance department budgets, optimizing costs while ensuring operational efficiency.
	+ Oversee procurement and inventory management for critical spare parts and consumables to prevent shortages.
* **Team Leadership and Development**
	+ Supervise and mentor maintenance personnel, including planners, foremen, electricians, and technicians.
	+ Provide technical training programs to enhance the skills and safety awareness of maintenance staff.
* **Project Management and Equipment Upgrades**
	+ Collaborate with engineering and operations teams to plan and execute equipment installations, upgrades, and major overhauls.
	+ Evaluate and recommend new technologies or modifications to improve plant efficiency and reliability.

**Competencies**

1. Advanced technical knowledge of mechanical, electrical, and process equipment in mining and mineral processing.
2. Strong leadership and team-building abilities.
3. Effective problem-solving and decision-making skills.
4. Proficiency in reading technical drawings, schematics, and P&IDs.
5. Experience using CMMS and reliability-centered maintenance strategies.
6. Excellent communication and organizational skills.
7. Ability to work under pressure and prioritize multiple tasks effectively.

**Supervisory Responsibility**

This position directly supervises the Maintenance Planner, Maintenance Foreman, and Senior Electrician, and leads the maintenance and electrical teams.

**Work Environment**

* Exposure to mining and mineral processing environments, including dust, fumes, noise, and varying temperatures.
* Will share time between office and plant/mine work settings.
* Regular interaction with moving mechanical parts, heavy machinery, and high-voltage systems.
* Requires adherence to strict safety protocols, including wearing PPE.

**Physical Demands**

* Ability to climb, stoop, kneel, and work in confined spaces.
* Must be able to lift and move heavy objects exceeding 50 pounds.
* Requires prolonged standing, walking, and manual dexterity for operating tools and equipment.

**Position Type/Expected Hours of Work**

This is a full-time position, and hours of work and days are Monday through Friday, 7:00 a.m. to 4 p.m. Will require extended hours including weekends and shift work, as required by operational needs.

**Travel**Minimal travel is expected for this position.

**Qualifications and Skills:**

* Strong technical knowledge of mining equipment and processing systems, including SX-EW, flotation, leaching, and tailings management.
* Proven leadership experience in maintenance management within a mining or heavy industrial setting.
* Ability to develop and implement maintenance strategies to improve equipment reliability and performance.
* Strong troubleshooting skills with mechanical, electrical, hydraulic, and pneumatic systems.
* Excellent communication, organizational, and problem-solving skills.
* Proficiency in using computerized maintenance management systems (CMMS).

**Required Education and Experience**

* High school diploma or GED required
* Minimum of 5 years of experience in a maintenance leadership role in a mining, mineral processing, or heavy industrial environment.
* Experience with MSHA safety regulations and compliance.
* Familiarity with welding, fabrication, and equipment overhauls.

**Preferred Education and Experience**

* Bachelor’s degree in Mechanical Engineering or related field.
* Certifications in maintenance reliability or asset management (e.g., CMRP, CRE).
* Experience implementing lean maintenance and continuous improvement initiatives.

**Work Authorization/Security Clearance**

Authorization to work in the US.

**AAP/EEO Statement**

Milford Mining Company, LLC is an equal opportunity employer.

**Other Duties**

Please note this job description is not designed to cover or contain a comprehensive listing of activities, duties or responsibilities that are required of the employee for this job. Duties, responsibilities and activities may change at any time with or without notice.