



MINER TRAINER

Company Overview

At TANCO, people are trusted to take ownership, solve problems, and contribute beyond their job title. This is a place where you can build your skills, have real autonomy, and be part of a team that relies on each other. We value practical contribution over corporate polish. TANCO is a mining and manufacturing company located at Bernic Lake, approximately 60 kilometers northeast of Lac du Bonnet, Manitoba. Our operation includes an underground mine, mill, chemical plant, maintenance, surface operations, and site support teams. Employees live in Lac du Bonnet, Pinawa, Powerview-Pine Falls, Sagkeeng, Beausejour, and the surrounding area.

Role Overview

As a Miner Trainer, you will play a key role in contributing to the daily operations of our underground mine. The Miner Trainer is responsible for the development, delivery, and maintenance of mine procedures, equipment training, and safe work practices. In addition to training delivery, the role holds shared accountability for ensuring training is applied in the field and that expectations around procedures and safety are understood, followed, and reinforced. This is an on-site role in Bernic Lake, MB.

What You Will Do

Training Ownership & Delivery

- Own and maintain all mine-related training programs, including procedures, equipment operation, and task-based training.
- Deliver classroom, field, and underground training for new hires, role changes, and refresher requirements.
- Provide hands-on coaching to ensure miners understand not just *what* to do, but *why* it is done that way.

Training Compliance & Accountability

- Hold shared accountability for compliance to training requirements, mine procedures, and safety expectations.
- Verify that training provided is being applied correctly in the field through observation and follow-up.
- Identify when non-compliance is driven by:
 - Training gaps
 - Unclear or impractical procedures
 - Equipment familiarity issues
- Address issues through coaching, retraining, or procedural clarification as appropriate.
- Escalate repeated or serious non-compliance to supervisors and management when training intervention alone is not sufficient.

Procedures & Standards

- Act as the training owner for mine procedures and standard work.
- Review procedures regularly to ensure they are practical, current, and aligned with actual work practices.
- Support updates to procedures where gaps or risks are identified through field observation.

Equipment Training

- Lead equipment-specific training and competency verification for underground mining equipment.
- Work with supervisors to determine operator readiness and ongoing competency needs.
- Recommend restrictions, retraining, or additional support when competency concerns are identified.

Safety Expectations

- Reinforce site safety expectations during all training activities and field interactions.
- Intervene and correct unsafe work practices observed during training or operational support.
- Support a just and fair approach by focusing first on education, coaching, and clarity of expectations.

Collaboration & Reporting

- Work closely with Mine Supervisors, Safety, and Operations leadership to align on expectations and standards.
- Provide feedback on training effectiveness, procedural adherence, and recurring compliance issues.
- Maintain training records, competency sign-offs, and documentation required for audits and inspections.

Continuous Improvement & Mine Efficiency

- Actively identify opportunities to improve mine efficiency, consistency, and work sequencing through observation of day-to-day operations.
- Use training interactions and field observations to highlight: Inefficient work practices , unnecessary rework or delays, gaps between planned work and actual execution
- Work with supervisors, planners, and technical roles to:
- Feed practical, operator-level insights into mine planning and scheduling
- Support improvements to procedures and standard work that reduce variability and downtime
- Incorporate efficiency improvements into training content to ensure better practices are consistently adopted across crews.

What You Bring

- Grade 12 diploma required.
- Previous experience in underground mining (at least 3 years).

Remuneration

- \$55/hr

Ability to commute/relocate: Bernic Lake, MB: reliably commute or plan to relocate before starting work (required).

License/Certification: Valid Drivers' License (required).

How to apply: Please send an email with your resume and/or cover letter to tanco.hr@sinominecorp.com. This position will remain open until filled.

We understand that not everyone will meet every single qualification listed for this position, but don't let that hold you back from applying. We value diverse experiences and perspectives, and believe in fostering an inclusive environment. If you're passionate about this role and believe you have what it takes to make a difference on our team, even if you don't check every box, we want to hear from you.