

## POSITION PROFILE

TITLE: Senior Surface Mining Engineer & Consultant

CLIENT: Norwest Corporation

WEBSITE: [www.norwestcorp.com](http://www.norwestcorp.com)

LOCATION: Salt Lake City, Utah or Charleston, WV

REPORTS TO: Vice President, Surface Mining

PREPARED BY: SILVESTER & COMPANY

## CLIENT

Norwest was founded in 1979 by a group of engineers and geologists who recognized the need for practical and impartial mining consulting and geological services. These founders simultaneously opened offices in Canada and the United States and began working with mining companies on projects such as reserve audits, geological modeling, mine planning, mineral process engineering, financial evaluations, feasibility studies, and operations audits.

From an initial platform of business in the North American coal industry, Norwest diversified in both commodities and geographical areas served. They expanded their expertise in North America to projects worldwide and began working with other minerals, most notably oil sands.

Over the past five years Norwest has doubled in size, gone through two mergers and is now working in a dramatically changed international energy industry, including unconventional energy now becoming conventional; oil sands, consolidation of the US coal business; environmental issues now an integral part of the energy business and participating in five of the top ten energy projects in the world.

Today, they have nearly 250 full-time employees and a network of associates, all serving clients through offices located principally in the USA and Canada. The coming generation is expected to face the most challenging period ever for the energy and extractive minerals industries, and Norwest will continue to evolve to meet the challenges and opportunities facing their clients.

Norwest offers a wide range of services to energy and mining companies, electric power producers, financial institutions, governments, legal firms and regulatory agencies. Norwest's professional staff of geologists, engineers, hydrologists, environmental specialists and management consultants bring extensive industry experience to their consulting projects.

## **PURPOSE**

The Senior Surface Mining Engineer will provide consulting and technical leadership for surface mining projects and grow Norwest's business in this area with new and existing clients.

## **DUTIES AND RESPONSIBILITIES**

- Lead or support a wide variety of multi-disciplinary projects related to the energy and mining industries from mine planning and design, due diligence and feasibility studies to operational on-site assistance.
- Provide consulting expertise to Norwest's global client list which includes a variety of legal, financial, investor and industry clients.
- Grow Norwest's global consultancy business by actively pursuing new clients and enhancing relationships with existing clients. This position will focus on, but not be limited to surface mining opportunities.
- Act as a senior mining consultant: analyze information, prepare written reports and conduct presentations of findings to clients at a variety of levels (operations personnel, senior management, financial professionals, etc.)
- Grow, manage, mentor and motivate a team of mining professionals to exceed objectives and provide the highest level of service. Also to participate as a team member to assist the team to succeed.
- Maintain visibility and credibility as an expert in the area of surface mining via published articles in professional trade journals, public presentations at industry events, and participation in industry through manufacturer's, trade groups and organizations.

## **KEY ACCOMPLISHMENTS**

Within the first six to twelve months, the incumbent in this position will be expected to:

- Establish strong credibility and rapport with internal Norwest team. Understand individual technical strengths and build collaborative and partnering relationships.
- Demonstrate the ability to assemble and lead a project team from project initiation through completion; delivering high quality results to the client on-time and on-budget.
- Demonstrate the ability to satisfy external and internal customer needs which will be measured by project completion evaluation feedback and/or internal team review.

- Grow existing team of mining professionals as necessary to satisfy business needs by being a conduit for future resource additions.
- Achieve overall billable utilization of 70-75%.
- Demonstrate the ability to deliver high quality results to meet internal and external client or customer needs. Key performance measures will include project completion (on-time and on budget), client feedback and internal team review.

## **ORGANIZATION**

The Senior Surface Mining Engineer reports directly to the Vice President, Surface Mining located in Salt Lake City, Utah or to the Vice President of Eastern Operations in the Charleston, W Va. Office. There are no direct reports to this position however this person will be responsible as the lead on projects for interdisciplinary teams.

Additionally, the position works directly with the other professional and support resources within Norwest to achieve business development and project execution goals.

## **QUALIFICATIONS**

- A Bachelor of Science degree in mining engineering or a related engineering discipline is required.
- 15+ years work experience in progressively responsible surface mining technical or operations positions is required. Experience working in coal or industrial minerals industry is strongly preferred.
- Demonstrated success and experience working in multiple mining settings, commodities and/or methodologies is preferred.
- Proven leadership experience in a consulting environment is desired.
- Professional Engineer (PE) certification is desirable.
- Excellent written and verbal communication skills required.
- Willingness to travel 15-25% (domestic and international) is required.
- Proficient in use of PC's, specifically in the use of Microsoft Office software.