

DIRECTOR, RECRUITMENT AND TALENT MANAGEMENT

Denison is redefining mining by *Powering People, Partnerships and Passion*. We are trailblazers in uranium mining, adopting an innovative climate positive approach to mining by deploying ISR methods and building durable partnerships with Indigenous groups in northern Saskatchewan. As a *Certified™ Great Place to Work®* our success is fueled by empowering employees with engaging work, unique development opportunities, and lucrative rewards – resulting in an exceptionally talented, diverse, and motivated team throughout all levels of the organization. Flexible and agile thinking ensures our workplace is one where talent thrives, innovation flourishes, and people have fun leveraging their passions to create powerful partnerships and positive results.



THE ROLE:

As a strategic HR leader, the **Director, Recruitment and Talent Management** plays a pivotal role in attracting, engaging, and developing top talent to support our continued growth and success. This role leads the end-to-end recruitment process, from developing sourcing strategies to delivering an exceptional candidate experience. You will also lead efforts to strengthen our external employer brand, ensuring Denison is recognized as an employer of choice. In addition to recruitment, this role champions internal employee development initiatives that support career growth, retention, and a strong culture of performance. With a focus on both finding the right talent and helping it thrive, your leadership will help shape the future of our workforce. The role reports to the Vice President, Human Resources & Administration.

OUR IDEAL CANDIDATE:

The ideal candidate for the **Director, Recruitment and Talent Management** role is a strategic HR professional with a track record of leading full-cycle recruitment, building strong employer brands, and driving employee development initiatives. You combine strong execution with big-picture thinking, and thrive in fast-paced, collaborative environments. Additional qualifications and attributes include:

- Bachelor's degree in Human Resources, Business Administration, or a related field.
- 10+ years of experience in external recruitment; experience in mining or resource sector recruitment is strongly preferred.
- Proven success sourcing and placing candidates across a range of roles and levels.
- Strong knowledge of external talent markets, recruitment best practices, and employment branding strategies.
- Experience leading or supporting employee development initiatives, including onboarding, leadership training, and career development.
- Excellent interpersonal and communication skills, with the ability to build relationships with candidates, hiring managers and senior leaders.

YOUR RESPONSIBILITIES:

- Lead and manage full-cycle recruitment for external candidates across all levels and departments.
- Develop and implement sourcing strategies to attract diverse, high-quality talent.
- Build strong partnerships with hiring managers to understand current and future hiring needs.
- Manage job postings, screening, interviewing, and offer processes to ensure an exceptional candidate experience.
- Serve as a brand ambassador by promoting the company's culture and opportunities, including at student and Indigenous career fairs.
- Coordinate student internship and co-op programs in collaboration with educational institutions.
- Support local and large-scale recruitment efforts by developing RFPs and managing vendor partnerships.
- Analyze recruitment metrics and market trends to optimize strategies.
- Maintain proactive talent pipelines aligned with workforce planning needs.
- Ensure recruitment practices support diversity, equity, and inclusion goals.
- Oversee relationships with external vendors, agencies, and job platforms.

- Stay current with trends in talent acquisition and employer branding.
- Oversee employee and leadership development programs by identifying needs and coordinating third-party training.
- Provide internal coaching to supervisors to build leadership capabilities and promote a coaching-based management culture.
- Lead employee engagement initiatives, including pulse surveys; analyze results and support action planning with leaders.
- Conduct exit interviews, identify trends, and share insights with leadership.
- Support special projects and other HR initiatives as assigned.

OUR COMMITMENT:

Denison is dedicated to creating employment opportunities for Indigenous individuals and residents of the communities in which we operate. We encourage Indigenous applicants and those from these communities to apply and to voluntarily provide relevant information in their application. Preference will be given to qualified Indigenous candidates.

At Denison, we place a high value on diversity of backgrounds and experience. We strive to create an inclusive workforce that reflects a wide range of cultures, backgrounds, and viewpoints. Our team members are empowered to excel based on their personal merit, qualifications, experience, ability, and job performance. Reasonable accommodations during the hiring process are available upon request. Applicants for this role must be eligible to work in Canada.

This role is being offered as a **full-time in-office** position and will be based in **Toronto, Ontario**. Denison offers a competitive compensation and benefits package, including Health and Dental coverage, Life insurance, Employee Assistance Program, Bonus program and a Retirement Savings plan.

[Click here to watch a short video to learn why we are a Certified Great Place to Work.®](#)

TO APPLY:

To submit your resume and cover letter, choose one of the following methods:

CLICK: [Denison Mines - Director, Recruitment and Talent Management \(ON\)](#)

EMAIL: jobs@denisonmines.com

SCAN:



We appreciate the interest of all applicants; however, only those selected for interviews will be contacted.

OUR COMPANY:

Denison Mines is a publicly traded company and a Certified Great Place to Work® with a 70-year legacy of uranium mining, exploration, and development in Canada. The company has an effective 95% interest in its flagship Wheeler River Project, which is the largest undeveloped uranium project in the eastern portion of the prolific Athabasca Basin region of northern Saskatchewan. Denison also owns interests in the McClean Lake uranium mines and mill, the Midwest project, the Waterbury Lake project. Collectively, Denison has a project portfolio covering ~385,000 hectares in northern Saskatchewan.

For more information visit our website at www.denisonmines.com.