

Sustainability and Community Commitments– Lead

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 fuelled 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:

Reporting to the Director of Sustainability, the **Sustainability and Community Commitments Lead** will be responsible for developing, implementing, and managing initiatives that ensure compliance with benefit-type agreements and Denison's Indigenous Peoples Policy. The role will lead cross-functional projects to develop and implement creative and innovative initiatives to progress implementation of Agreements, ensure compliance with commitments, and position the company as a leader in responsible business practices.

OUR IDEAL CANDIDATE:

You have excellent interpersonal skills with effective leadership and communication abilities. You are a well-rounded candidate with good organizational skills, a strong sense of responsibility and demonstrated ability to work in a team environment. You are a critical thinker who exhibits the ability to evaluate and resolve complex problems. Additional qualifications and attributes include:

- Bachelor's degree in Environmental Science, Sustainability, Business, Law or related field
- 5 to 10 years of experience in sustainability, environmental monitoring / management initiatives, or relationship development with communities. Experience with communities in northern Saskatchewan is preferred, along with experience with the engagement requirements for the Provincial and Federal regulators for Denison's activities
- Strong ability to understand contractual commitments and develop collaborative processes to ensure compliance to commitments
- Excellent project management skills, with the ability to analyze complex materials, solve problems, and report accurately, clearly and in a timely fashion
- Enjoys travelling to northern and remote communities, with expected travel up to 3-5 days / month
- Demonstrated ability to collaborate with cross functional teams to deliver results.

YOUR RESPONSIBILITIES:

- Oversee the development and execution of strategies aligned with benefit-type agreements, Denison's Indigenous Peoples Policy, and best-practice implementation activities
- Ensure compliance and reporting requirements are met for benefit-type agreements and other engagement activities
- Communicate relevant sustainability goals and achievements internally and externally and develop a reliable reporting structure to measure progress with required deliverables in association with regulatory and community requirements
- Lead the development of appropriate proposals and program options for consideration of the internal Denison team and Denison's Interested Parties
- Maintain accurate records of all IBA commitments and obligations.
- Monitor compliance across environment, employment, training, procurement, and other areas.
- Coordinate Indigenous involvement in environmental monitoring programs, site visits, assessments, and reclamation initiatives.
- Facilitate integration of traditional knowledge into environmental planning and reporting.
- Support Indigenous recruitment, retention, and training initiatives in collaboration with HR, hiring managers, and training providers.

- Track and report on Indigenous hiring, training, and career development.
- Connect Indigenous businesses with supply chain opportunities and monitor procurement activities to meet business participation commitments.
- Act as a primary point of contact for Indigenous communities on IBA administration matters, including resolving and/or escalating issues as they arise
- Coordinate meetings, workshops, and reporting sessions with Indigenous leadership and committees.
- Ensure respectful, transparent, and culturally appropriate communication.
- Prepare annual and progress reports and presentations for leadership and Indigenous partners.
- Support annual reviews, audits, and reporting to leadership and the Board.
- Identify opportunities to improve processes and strengthen IBA delivery.
- Foster trust-based, collaborative relationships with Indigenous partners.

TO APPLY:

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

CLICK: [Sustainability and Community Commitments Lead](#) **EMAIL:** jobs@denisonmines.com

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

All applicants must be eligible to work in Canada. Denison offers a competitive compensation and benefits package, including health and dental coverage, bonus program, equity awards and a retirement savings plan.

OUR COMMITMENT:

Denison is committed to providing employment opportunities for Indigenous people and members of the communities near where we operate and encourage applicants who are Indigenous and/or residents of those communities to apply and to voluntarily self-identify the appropriate information in their application details. Preference will be given to qualified Indigenous candidates.

We place a high value on diversity of backgrounds and experience and strive to create an inclusive workforce that reflects a wide range of cultures, backgrounds, and viewpoints. Reasonable accommodations during the hiring process are available upon request.

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.