

## ABOUT HUALILAN

Challenger Gold is advancing the development of the Hualilan Gold Project, located approximately 125 kilometers northwest of San Juan City, Argentina, in the foothills of the Andes. The project site is situated at an altitude of around 2,000 meters above sea level, with a dry, mountainous climate that enables year-round access.

Toll milling operations are scheduled to begin in Q3 2025, marking the first phase of production at Hualilan. During this phase, a small-scale mining fleet will extract ore and transport it by road to the Casposo plant, where it will be toll-treated under an agreement with the plant operator. This interim stage offers a valuable opportunity to generate early cash flow, establish logistics, and build operational readiness.

Full-scale mining operations will commence in 2028 with pre-stripping activities and the construction of a dedicated on-site processing facility, which is expected to begin producing metal in 2029. At peak capacity, the Hualilan operation will feature a large-scale open pit (up to 90 Mtpa), underground mining, a high-grade flotation circuit, and a leach pad. This expansion will mark the transition to long-term, sustained gold production and represents a cornerstone of Challenger Gold's growth strategy in Argentina.

Roles associated with the Hualilan Project offer the opportunity to be part of a hands-on, fast-paced environment with exposure to multiple development stages - from early operations through to large-scale plant construction and production ramp-up. It's a unique opportunity for those eager to take a leading role in shaping one of the country's newest flagship mining projects.

## THE ROLE

Hualilan is now recruiting for a **Senior Specialist – HR Operations**.

### **Where will you live and work?**

Your home base will be San Juan, Argentina, with a comfortable Bus-In / Bus-Out roster to site on an 8-days on, 6-days off roster. It's a great opportunity to balance professional growth with quality of life.

### **Who will you report to?**

You'll report to the General Manager and collaborate closely with functional leads of all departments.

While the position does not initially have direct reports, there is strong potential for professional growth as the project moves into new development phases.

This is a full-time position under a direct employment contract, governed by current Argentine labour regulations.

## RESPONSIBILITIES

The **Senior Specialist – HR Operations** will play a critical role in supporting site leadership with the implementation of fit-for-purpose human resources systems, practices, and procedures that underpin the success of the Hualilan Project. Key responsibilities include:

- Supporting the delivery of the site's operational and development objectives through efficient, compliant HR practices.
- Leading site-based recruitment, onboarding, and workforce planning processes in line with the project development schedule.
- Managing employee records, contracts, and data integrity within the HR Information System (HRIS).
- Coordinating payroll documentation and liaising with the finance team to ensure accurate and timely payments.
- Ensuring legal and regulatory compliance with Argentine labour laws and workplace obligations.
- Supporting the performance management cycle, including staff evaluations and development plans.
- Coordinating site-based training and development initiatives aligned with role requirements and career progression.
- Acting as a key point of contact for site employees on HR policy, procedures, and entitlements.
- Managing workforce and contractor relations, including interpretation of agreements, dispute resolution, and grievance handling.
- Assisting with the development and roll-out of new HR policies, procedures, and compliance frameworks as the site scales.
- Supporting the site leadership team with organisational design and change initiatives across operational departments.
- Providing practical support to expatriate employees, including immigration support, relocation logistics and integration into site culture.
- Compiling HR reports and metrics to support decision-making and ensure transparency.

## COMPETENCIES AND EXPERIENCE

We encourage applications even if you do not meet 100% of the listed criteria. At Hualilan, we value unique experiences, perspectives, and capabilities that contribute to building a stronger, more adaptable team.

### Academic Background and Professional Qualifications

- Degree qualified in a discipline related to human resources or business administration.
- Postgraduate qualifications in HR or Industrial Relations are highly regarded.
- Postgraduate qualifications in Project Management or Business (e.g., MBA) are highly regarded.
- Valid Manual Driver's License (B1).

### Language

- Fluent in Spanish (spoken and written).

- Fluent, or significant capability in English, to ensure clear communication with executives, external suppliers, and technical subject matter experts.

## Essential Experience

- 7+ years of progressive HR experience in the mining sector, with at least 3 years in a mine based operational HR role.
- Strong working knowledge of Argentine labour law, payroll documentation, and HR compliance.
- Demonstrated experience in end-to-end recruitment and onboarding.
- Competency in the use of HRIS/HRMS platforms and strong administrative capability.
- Proficient in integrated management systems, MS Office Suite (Word, Excel, PowerPoint).
- Implementation of new HR systems, policies, and frameworks in a start-up or growth-phase context.
- Experience supporting the design and roll-out of organisational structures and workforce expansion.
- Familiarity with contractor management, labour compliance, and union or industrial relations interface.
- Understanding of Argentine mining legislation and current safety standards.
- Proficient in MS Office Suite (Excel, Word, PowerPoint) and experienced with integrated management systems.

## OUR ASPIRATIONS

At Hualilan, our greatest ESG commitment begins with our people. We're building a team where talented individuals are empowered to grow, take ownership, and choose to stay. Our goal is to be the employer of choice in the mining sector - known for developing our people, rewarding high performance, and building careers that drive both personal growth and business success.

We are a lean, hands-on, high-performing team. Everyone rolls up their sleeves to meet our safety, production, and profitability targets - regardless of title or job description. If a job needs doing, we do it - and we do it right the first time. Our team culture is built on ownership, responsibility, and accountability. Individuals are trusted to make decisions and held to high standards in how those decisions are delivered.

We embrace technology and challenge the status quo. If there's a better way to do something, we'll try it, prove it, and - if it adds value - implement it. We act like owners, making decisions as though the money is coming from our own pockets. That means low waste, smart spending, and a focus on fit-for-purpose solutions. We take pride in everything we put our name on, and we hold ourselves to high standards of quality, consistency, and delivery.

Clear, transparent communication is the backbone of our culture - between individuals, across teams, and throughout the business. We share information openly, align around shared goals, and collaborate to deliver collective success.

At Hualilan, you'll find real responsibility, real opportunity, and a culture where your impact truly matters.

**To apply, send your CV to [recruitment@hualilan.com](mailto:recruitment@hualilan.com) with the Subject line "Senior Specialist – HR Ops".**