



# Sandfire

## career opportunities

### Senior Advisor Health, Safety and Wellbeing

An opportunity exists for a Senior Advisor, Health Safety and Wellbeing to join our Project team at Kalkaroo as we safely establish site infrastructure and commence drilling activities. This position is a permanent site based role operating on a 2:1 roster.

#### Responsibilities include:

- Influence site leaders to ensure the successful delivery and application of fundamental health and safety processes (including leadership in the field, critical risk management aligned to identified Principal Hazards, hazard identification and control, incident investigation and action management and tracking).
- Provide support for risk assessments and incident investigations by coaching, facilitating and providing professional advice.
- Conduct workplace inspections, behaviour, and task observations to assess conformance to safety standards.
- Ensure all audits undertaken are recorded in InControl and that an appropriate action management process is applied.
- Support the identification and escalation of notifiable incidents to site leadership in accordance with legislative requirements.
- Development and implementation of health, safety and wellbeing initiatives aligned with the Sandfire strategy.
- Training needs analysis of all allocated workgroups.
- Delivery of all Sandfire Resources training modules and assist with the management of the learning management system (LMS).
- Liaise with contractors, manufacturers, and suppliers to ensure all mobile and plant equipment training documentation is current and compliant for use at Kalkaroo.
- Ensuring all responsibilities of contracts when appointed as the Contract Representative, including established KPI's are met and delivered.

#### Experience:

- Diploma or Degree in Occupational Health and Safety or related discipline
- Certificate IV in Training and Assessing (Desirable)
- Minimum 5 years' experience in a remote mine site Safety and Wellbeing role. (Exploration, Mineral Processing or Mining).
- Incident reporting and corrective action (e.g. ICAM, Taproot).
- Experience using INX or similar software.
- Knowledge in conducting Training Needs Analysis, establishing skills training matrices and conducting training gap analysis.
- Strong interpersonal and influencing skills.

## Principal Financial Planning and Analysis (FP&A) Analyst

We are currently seeking a Principal Finance Planning & Analysis (FP&A) Analyst person to join our team of talented professionals. This role reports to the Group FP&A manager and will be part of the broader Finance function, interfacing with global asset-based FP&A teams. The role is responsible for leading the accurate and timely delivery of group budgeting and quarterly forecast, preparing analysis and insights to support internal decision-making and market reporting obligations, preparing the group's performance reports and driving continuous improvement to systems, processes and broader FP&A capabilities across the group.

Responsibilities include:

- Act as FP&A subject matter expert across Sandfire group, with a focus on improving governance over existing financial processes and systems.
- Group FP&A focal point on system enhancements including opportunity identification, preparing proof of concepts and needs analysis, prioritisation of work programs, user acceptance testing, user training, change management and documentation, stakeholder management, amongst other things.
- Manage various stakeholders across the group to ensure accurate and timely delivery of information.
- Preparation of budgets, quarterly forecasts, group consolidation of financial plans including the analysis of financial information and production physicals.
- Preparation of presentation of planning outputs to support Executive decision-making and approvals.
- Maintain and communicate planning timetables in accordance with the Integrated Planning Group Standard and coordination of deliverables by the various business areas.
- Preparation of Board papers to support approval of the budget.
- Preparation of group performance reporting providing analytical insights to the group's performance against budgets and forecasts.
- Preparation of annual and half year reporting deliverables including the operating and financial review sections of these reports.
- Provide analysis to support quarterly market reporting, investor updates or other external disclosures.
- Maintain a high degree of data integrity across systems, presentations and reports ensuring data is reconciled to source systems and any anomalies are identified and resolved in a timely manner.
- Support the transformation of the FP&A function including the design, development and implementation of systems, reports, processes and analysis, as well as support the transition of intra-function responsibilities.
- Provide business partnering support to corporate functions and operational stakeholders.
- Act as FP&A subject matter expert across Sandfire group, with a focus on improving governance over existing financial processes and systems.
- Group FP&A focal point on system enhancements including opportunity identification, preparing proof of concepts and needs analysis, prioritisation of work programs, user acceptance testing, user training, change management and documentation, stakeholder management, amongst other things.

#### Experience:

- Commerce/Business undergraduate and CA/CPA post graduate qualifications or a technical qualification.
- 10+ years of experience in FP&A/management accounting/business partnering within the mining sector in a multi-asset company preferably within an ASX listed mining company
- System experience with major ERPs, reporting and planning systems (Anaplan, Onestream and Pronto highly desirable).
- Process oriented with a mindset of developing and maintaining sustainable processes.
- Ability to work at pace and to deliver against deadlines without rework.
- Development and/or management of complex financial models.
- Ability to work with global stakeholders from different cultural backgrounds.
- Solid understanding of accounting principles, financial statements and production and sales measures applicable to the mining industry.
- Excellent analytical and numerical skills, with the proven ability to synthesise large data sets with a high attention to detail.
- Strong written and oral communication, including the ability to distil key messages to different audiences (finance and non-finance stakeholders).
- Project and time management across multiple tasks (challenging, complex and dynamic deliverables and tight timelines).
- Strong understanding of the mining lifecycle and value chain.
- Autonomous and self-starter that can work independently.
- Good leadership qualities to actively mentor and support team members and other stakeholders.

### Senior GIS Officer

Sandfire has an opportunity for an experienced Senior GIS Officer to join the Project and Studies team. This role is responsible for the management and development of Sandfire's enterprise GIS and geoscience data systems, ensuring that the Projects team has robust, accessible and integrated data resources. The role also provides technical leadership in GIS, database management, workflow automation and field solutions, and plays a key role in embedding platforms that advance Sandfire's data-driven Projects, Studies and Mining activities.

#### Responsibilities include:

- Manage and continuously develop Sandfire's Projects and Studies enterprise GIS environment, including geospatial data stores, replication, validation, analysis, reporting, and migration of legacy spatial datasets.
- Build and oversee GIS templates, dashboards, maps and projects in QGIS, ArcGIS Enterprise, ArcGIS Pro, and related applications, ensuring consistency across Projects, Studies, Mining, Environmental and First Nations teams.
- Operate and improve enterprise GIS platforms (Azure-hosted GIS, PostgreSQL, PostGIS QGIS, ArcGIS Enterprise), implementing automations and workflows (Python, FME, ETL for spatial data) aligned with platform architecture standards.
- Pilot and implement new geospatial technologies, mobile/offline field data collection systems, and GIS-based integration of multi-disciplinary datasets (e.g. geophysics, geochemistry, remote sensing, hydrology, mining layouts, environmental).

- Work in close partnership with the Digital Platforms & Innovation Coordinator to operationalise digital architecture, governance standards, licensing administration, vendor liaison, and cost tracking.
- Support ingestion, transformation, and integration of spatial datasets into enterprise systems, enabling advanced visualisation and analysis to support Projects, Studies and Corporate initiatives.
- Deliver training, workshops and documentation to build capability in GIS platforms and tools, and maintain strong communication across the Projects and Studies team.
- Produce high-quality maps, dashboards, and visualisations that communicate technical and geoscience information

#### Experience:

- Tertiary qualification in Spatial Science, Remote Sensing, Environmental Engineering or Science
- 8+ years mining/resources industry experience in enterprise GIS and database systems.
- Advanced expertise in QGIS, cloud-hosted GIS (Azure), ArcGIS Enterprise and ArcGIS Pro.
- Strong knowledge of SQL, relational databases, and data warehousing concepts.
- Proficiency in automation workflows (PostgreSQL, PostGIS, Python, FME, ETL pipelines).
- Skilled in GIS/datums, projections, and spatial data integration across multiple datasets.
- Ability to work as a peer to platform architects, translating standards into practical delivery.
- Strong stakeholder management, communication and training skills.

### **Database Administrator**

An opportunity exists for an experienced Database Administrator on a 12-month Fixed Term contract. This role will support the Projects and Studies team and the Senior Database coordinator with data and database management of geological information.

#### Responsibilities include:

- 100% Compliance with SFR's OHS policies and procedures
- Collation of daily drill and costing data from field staff.
- Compilation, migration and loading of collar, survey, sampling, assay and all geological data into SQL database with best practice QAQC. Assist with other data loading such as core photography.
- Ensuring that the required data is always available to those who need it.
- Create and maintain database management procedures.
- Maintain software configuration (Geobank, Geobank Mobile, QAQCR, Datashed, Sample Dispatch Tool, and Data Validation Tool).
- Maintain and produce weekly and monthly drill statistics, monthly accruals and reports.
- Ensuring the integrity and security of all collected data.
- Train/mentor geologists and field technicians in data management processes.
- Provide support to site(s) and Perth based teams as required.
- Effective communication skills to liaise with stakeholders.
- Other duties as per operational requirements.

Experience:

- Tertiary qualification in Geology and/or Computing
- At least 4 years' experience in a similar role.
- A background in mining and exploration practices is desirable however not essential
- Possess strong attention to detail and problem-solving skills.
- High level computing skills with some knowledge of coding (e.g. VBA, Python).
- Proficient in Geobank and preferably also Datashed.
- Competent in writing SQL queries.
- Able to manage database objects using Microsoft SQL Server Management Studio.
- Experience in software configuration and testing (e.g. Geobank, Datashed)
- SQL Reporting Services and/or PowerBI experience.
- Basic knowledge and understanding of the cloud-hosted environment such as Azure.

**If you want to apply or have any questions please contact Lisa Maher:**  
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