



VP Investor Relations

Reports to: CFO	Operating Jurisdictions: Bolivia and the United States
	Position Location: Toronto Canada (In Office)
Direct Reports None	Indirect Reports:
Internal: Financial team, mine management, senior managers at the corporate office	External: Analyst, Vendors, Financial Institutions, Advisors

Scope of Responsibility & Complexity

This role will develop strategies to support Andean's existing investor, stakeholder and analyst base as well as to develop and direct an effective strategy to attract new investors. The responsibilities include developing the Company's key messages and narrative during quarter and year ends, investor days and any other compelling communications strategy and tactics. The VP IR will be the key liaison between the Company and the investment community on issues affecting the Company's overall valuation and investment offering.

Qualifications & Skill Requirements

Minimum qualifications, Formal Education, Certifications or Equivalent

- Bachelor's degree in Accounting, Finance or Business

Working Experience – Nature & Length

- Minimum 8-10 years' experience in investor relations experience within the mining industry

Additional qualifications – competency requirements

- Strong analytical skills with solid attention to detail
- Strong communication and proven interpersonal skills, both written and verbal.
- Team player with proven relationship building skills.

POSITION DESCRIPTION

The Vice President, Investor Relations will be the key liaison between the Company and the investment community on issues affecting the Company's overall valuation and investment offering. They will apply their exceptional communication and analytical skills to understand and explain complex financial issues. The VP Investor Relations works closely with the CEO, CFO, Board of Directors, and collaboratively with operational leadership teams to communicate the Company's strategic vision, operational performance and our compelling story to the investment community.

RESPONSIBILITIES

- Develop and execute capital markets strategies designed to broaden institutional ownership, improve market visibility, and support long-term shareholder value creation.
- Develop and maintain strong relationships with institutional investors, sell-side analysts, investment bankers, and other capital markets participants.
- Work with the Company's mine sites and finance team to ensure full understanding of results and drivers to produce analysis that explains results from an external viewpoint
- Lead the preparation of quarterly messaging materials (investor deck, conference call script, Q&A)

- Develop a deep understanding of the Company's financial and operational matters, as well as a solid knowledge of the industry, current trends, and competitive positioning
- Create and implement communication strategies to articulate the value proposition of Andean Precious Metals to targeted investors, research analysts and other stakeholders to support a fair valuation of the stock price
- Support preparation of external disclosures, including quarterly earnings releases as well as quarterly and annual filings
- Experience communicating technical mining, operational, and reserve/resource information to institutional investors and analysts
- Establish strong business relationships with external stakeholders, all business units and with the senior leadership team
- Demonstrated executive presence with the ability to anticipate investor concerns and respond thoughtfully and credibly to complex market and operational questions.
- Support external communications during periods of operational, market, or geopolitical uncertainty and contribute to the development of appropriate investor messaging strategies.
- Drive continuous improvement in external disclosure and quarter-end processes
- Stay attuned to market developments and educate Company executives on how the Company is perceived by the investment community, helping shape corporate strategy and execution.
- Support ESG and sustainability communications initiatives, including messaging related to environmental stewardship, social responsibility, safety performance, and governance practices.
- Independently represent the Company at investor conferences, roadshows, and meetings with institutional investors and analysts.
- Willingness and ability to travel internationally and domestically on a regular basis, including participation in investor conferences, roadshows, and mine site visits. Significant travel is involved in this position.
- Additional duties as necessary

Qualification and Skills:

- Exceptional verbal and written communicator.
- Ability to synthesize complex financial, operational, and technical information into clear and compelling investment messaging.
- Experience bringing new ideas to drive impact.
- Proven data-driven, solutions-oriented, decision-maker with an ability to understand broader industry dynamics and synthesize information from multiple sources, in order to build compelling narratives.
- Decisive and action-oriented, with a record of driving results, but in a collaborative manner.
- Strong understanding of mining disclosure regulations including NI 43-101 and/or S-K 1300
- Experience communicating technical mining, operational, and reserve/resource information to institutional investors and analysts
- Existing relationships within the mining investment community and experience representing issuers at major industry conferences (PDAC, Denver Gold Forum, Beaver Creek, BMO, etc.) are considered assets.
- Sound business judgment and ethics
- Bachelor's Degree from a recognized University or College in Finance, Accounting, Business Administration or related field.
- 8- 10+ years of investor relations experience the majority within the mining industry
- Strong MS office skills and financial systems applications.
- Ability to work within a team and as an individual contributor in a fast-paced, changing environment.
- Ability to leverage and/or engage others to accomplish projects
- Spanish speaker is a plus.