October 2026

Manager Permitting

WESTERN COPPER AND GOLD CORPORATION (TSX:WRN I NYSE-AMERICAN:WRN) is advancing the world-class, critical minerals Casino mining project through environmental permitting, development and ultimately project construction in the Yukon. With a strategic investment from two of the largest mining companies (Rio Tinto and Mitsubishi Materials), and an organizational commitment to sustainable mining practices, the Company has the potential to become a landmark, multi-generational business in Canada.

Position

Manager Permitting

Location

This is a full-time, permanent position based in our Whitehorse office. Travel will be required.

Summary

Reporting to the Senior Director, Environmental and Regulatory Affairs, the Manager Permitting will be an integral part of our Whitehorse-based team and will manage the permitting and regulatory processes needed to move the Casino project from environmental assessment into licensing and construction.

The role plans, schedules and tracks permits, keeps regulatory commitments organized, and helps make sure submissions are complete, consistent and on time. The successful candidate will be a day-to-day contact for regulators on permitting matters and will work closely with technical consultants and the internal project team.

Responsibilities

Permitting strategy and planning

- Build and maintain the project permit register: every federal, territorial and municipal authorization, its trigger, lead agency, information needs, timeline and dependencies.
- Develop the integrated permitting schedule and tie it to the engineering, construction and financing schedules.
- Identify critical-path permits early and flag schedule risks.
- Track relevant legislative and policy changes and flag potential impacts on the project.

Environmental assessment and licence applications

- Support the YESAA Panel review through to decision, including information requests, supplementary information responses and hearings.
- Coordinate preparation of licence and authorization applications, including the Quartz Mining Licence, Type A Water Licence, Fisheries Act authorization and other federal and territorial approvals.
- Coordinate consultant inputs so applications are technically sound, consistent with the assessment record, and complete on first submission.
- Run internal review and QA/QC on regulatory submissions before they are filed.

Regulator relations

- Act as a day-to-day contact for regulators on permitting matters, including Yukon Government (Energy, Mines and Resources; Environment), the Yukon Water Board, DFO, ECCC and YESAB.
- Schedule and support regulator meetings; prepare agendas, briefing materials and meeting records.
- Manage regulator information requests and follow-up actions to closure.
- Support First Nations engagement on permitting matters in coordination with the First Nations relations team.

Commitments and compliance

- Maintain the commitments register from the assessment, decision document and licences, with clear owners and due dates.
- Help set up systems for permit condition tracking and regulatory reporting ahead of construction.
- Prepare or coordinate required regulatory reports and notifications.

Consultants and reporting

- Coordinate consultants supporting permitting work and review deliverables for quality and schedule.
- Track permitting costs against budget.
- Report regularly on permitting status, risks and upcoming decisions.

Other

- Other duties as assigned.

Education & Experience

- Bachelor's degree in environmental science, engineering, natural resource management or a related field.
- Minimum 8 years of progressive work experience, including environmental permitting or regulatory affairs.
- Working experience with environmental assessment and permitting/licensing processes in Canada.
- Working knowledge of applicable territorial and federal legislation (e.g. YESAA, Waters Act, Quartz Mining Act, Fisheries Act).
- Experience in the mining industry.
- Experience working with regulators on permit applications and permit compliance.
- Experience coordinating consultants and multi-disciplinary submissions to deadline.
- Ability to review technical reports (e.g. water, geotechnical, ecology) for consistency and completeness.
- Yukon permitting and northern experience are assets.

Required Skills

- Strong planning and follow-through: able to turn a complex, multi-agency process into a clear schedule and keep it moving.
- Sound judgement on when to escalate issues.
- Demonstrated interpersonal skills, including the ability to build trust, negotiate, and manage a variety of external and internal stakeholders.
- Strong attention to detail, with the ability to catch inconsistencies across submissions, commitments and the assessment record.
- Strong oral and written communication skills, including the ability to explain regulatory requirements plainly to engineers, executives and community members.

- Ability to work in a fast-paced, dynamic environment managing multiple priorities under tight deadlines.
- Ability to take initiative, take ownership of outcomes and work independently.
- Demonstrated high standard of integrity, ethics, judgement and confidentiality.
- Performing work outdoors in all types of weather, including travel to a remote site camp, and in an office as required.
- Proficient computer skills, with advanced knowledge of Microsoft Office applications (PowerPoint, Word, Excel) and the ability to learn new software.

The approximate salary for the Manager Permitting will be based on the successful candidate's relevant experience, skills, and competencies and considers internal equity.

To apply, please send your cover letter and resume to employment@westerncopperandgold.com. Please include 'Manager Permitting' in the subject line of your email response.

While we thank all applicants for their interest, only those selected for an interview will be contacted.