



eldorado gold

Position Specification

Director, Financial Reporting & Accounting



Eldorado Gold Corporation (Eldorado Gold or the Company) is a leading global mid-tier gold mining company focused on the development of international gold properties. Headquartered in Vancouver, Canada, the Company has exploration, development, and producing assets in Europe, Asia and the Americas. Eldorado Gold is one of the lowest cost international gold producers with an established track record of creating growth and delivering value for its shareholders. The Company employs over 4,600 people worldwide and operates primarily in a decentralized environment with regional management teams located in each jurisdiction. The Company's success to date is based on a low-cost strategy, a highly skilled and dedicated workforce, safe and responsible operations, and long-term partnerships with the communities where it operates. Eldorado Gold is publicly listed on the New York Stock Exchange (NYSE:EGO) and the Toronto Stock Exchange (TSX:ELD). Eldorado Gold has a current market capitalization of approximately \$2.25 billion.

Eldorado Gold produced 125,459 ounces of gold in Q3 2021 at an all-in sustaining cost (AISC) of \$1,133 per ounce, exceeding the overall 2021 production guidance while maintaining the AISC guidance. Free cash flow in Q3 2021 was \$29.7 million, due to planned lower production, lower gold prices, and increased capital expenditures of \$64.4 million. The Company currently has \$439.3 million of cash and cash equivalents, and 2021 production guidance has been increased by approximately six percent to 460,000 to 480,000 ounces of gold.

Operations, Exploration and Development Properties

The Company operates four mines: Kisladag and Efemcukuru located in western Turkey; Lamaque in Canada; and Olympias located in northern Greece. Kisladag, Efemcukuru and Lamaque are wholly owned gold mines, while Olympias is a wholly-owned polymetallic operation. Olympias produces three concentrates bearing lead-silver, zinc and gold.

Complementing Eldorado Gold's producing portfolio is the Company's advanced stage development project, the Skouries gold-copper project in northern Greece. Skouries has been on care and maintenance since 2017. It has a preliminary amended investment agreement with the Greek Government, and the Skouries project and the Olympias mine is well positioned for continued advancement. The Company's operating mines and development projects provide excellent opportunities for reserve growth through near-mine exploration. Eldorado Gold also conducts early-stage exploration programs in highly prospective regions to provide low-cost growth through discovery. In February 2021, the Company announced a maiden resource estimate of 803,000 ounces of contained gold for the recently discovered Ormaque deposit surrounding the Lamaque operations. In addition, the Company has development projects in Greece and Romania at various stages of development.

In January 2021, the Company entered into a definitive arrangement agreement with QMX Gold Corporation to acquire the remaining outstanding shares of QMX for total consideration of approximately \$104 million. The transaction closed in April 2021, with QMX existing as a wholly owned subsidiary of Eldorado. The acquisition significantly increases Eldorado's landholdings and exploration footprint in Québec and adjacent to the Lamaque operation.



Responsible Mining and Safety

Responsible mining practices are embedded in Eldorado Gold's business and culture, from providing safe workplaces and maintaining respectful relationships with stakeholders, to investing in the communities where they operate, and protecting the environment. The Company understands that mining has a significant impact on the social and environmental well-being of their stakeholders; and their goal is to generate social, environmental, and economic value throughout the life cycle of their operations.

Safety begins with every Eldorado Gold employee. Everyone is responsible for their own safety and the safety of their colleagues. At each site, health and safety teams and site management are responsible for the day-to-day oversight, implementation, and management of best in class health and safety policies, programs and activities. The Chief Operating Officer annually oversees safety objectives and targets, and reviews safety performance on a week-to-week basis.

One Company, Many Nationalities

Eldorado Gold is a global company with a local operating philosophy. This means that they hire locally wherever possible and train nationals for senior roles. Their commitment to employing nationals in the countries where they operate enables Eldorado Gold to communicate in local languages and better understand cultural nuances, community concerns, and local issues. This approach adds value and enriches local communities by providing long-term jobs and investing in infrastructure to improve health, education and quality of life.

Eldorado Gold's Values

Irrespective of location, Eldorado Gold employees share a core set of values. These values include being genuine, honest, and straightforward, and these values underpin the Company's approach to business. Eldorado Gold acts with respect, behaves responsibly, and is accountable for their actions. These values help them establish and maintain good relationships with local communities and host governments.

These values define Eldorado Gold, enabling the Company to grow responsibly, build meaningful long-term partnerships and share value with all stakeholders. This makes for a pragmatic culture that is shared across the diverse geographies and cultures of their global operations.

Our People Are Our Most Important Resource

Eldorado Gold's success depends on the talent and passion of their people. With more than 4,600 employees and contractors in eight countries, the Company is committed to creating a culture where their people are engaged, empowered to make decisions, and take shared responsibility for delivering business goals safely and ethically. The Company does this through ensuring people have the necessary knowledge, skills, and resources to maximize their potential, by providing a safe work environment, and by giving ownership of operational decisions to in-country teams. The Company's mines are operating and isolated cases of COVID-19 have been managed. Preventing the spread of COVID-19, ensuring safe working environments across the Company's sites, and preparedness should an outbreak occur, remain priorities.



The Opportunity

Director, Financial Reporting & Accounting

Position	Director, Financial Reporting & Accounting
Location	Vancouver, British Columbia
Reporting Relationship	Vice President, Finance
Reports	Two Direct Six In-Direct

Reporting to the Vice President, Finance, the Director, Financial Reporting & Accounting (the Director), leads and develops a team of finance professionals in the areas of financial reporting, corporate accounting, and financial systems. The Director oversees the preparation of timely and accurate financial information and meets all Company internal and external reporting deadlines. This role works closely with mine site finance teams to build effective, accurate, and efficient reporting systems and control processes.

The Director provides executive management with relevant and accurate financial information to effectively manage and monitor the performance of the Company's assets. Additionally, the Director provides sound research, technical procedures, and documentation of all accounting positions, policies and technical issues. The Director is also responsible for the financial controls and efficient processes needed to support Eldorado's businesses and audits. He/she will have experience leading and motivating multidisciplinary financial teams located across multiple jurisdictions and within a culture committed to safety, to environmentally sustainable operations, and to operating in a socially responsible manner.

Key Responsibilities Include:

- Overseeing the preparation of monthly, quarterly and annual financial reporting information, consolidation processes and preparing external financial information in accordance with International Financial Reporting Standards (IFRS) Management's Discussion and Analysis and related press releases
- Forming a collaborative and strategic business partnership with the Vice President, Finance to support decision making and analytics for public reporting
- Designing, implementing, and maintaining effective and relevant internal accounting, financial systems and control systems in the Company in accordance within the Company's NI 52-109 and Sarbanes-Oxley (SOX) frameworks and that reflect industry best practice
- Ensuring appropriate corporate accounting policies and procedures are in place and interpreted and applied proactively
- Overseeing internal controllership activities, including standardization of operational accounting and financial processes and controls, developing annual budgets, maintaining the integrity of divisional reporting, and identifying value-added analysis
- Mentoring the financial reporting team on new pronouncements and interpretations and developing Company positions for application and appropriate training of other financial staff



- Managing communications with external auditors on external financial statements and accounting issues to ensure auditor agreement with company decisions on accounting disclosures, and issues
- Leading the team who assist the mines in determining the appropriate accounting treatment for one-time, non-routine or complex transactions
- Engaging with and defining the needs of users of financial information, including Senior Management, the Board of Directors, internal audit and tax teams, and mine management
- Providing relevant analyses of how new accounting and regulatory requirements may affect Eldorado Gold
- Working with the Manager, Financial Applications on continuous system improvement initiatives to modernise the Company's accounting and reporting
- Overseeing monthly financial statements in comparison to budget and providing explanations for variances

Defining Success

The successful candidate will join a dynamic and experienced finance and accounting team delivering strategic advice to the Senior Management Team. Critical success factors for the Director, Financial Reporting & Accounting within the first 12 months include:

- Developing a deep understanding of the Company, its strategy, operations and assets, and the internal culture across all jurisdictions
- Establishing collaborative partnerships with senior management, the Vice President, Finance, the CFO, and site-based finance teams
- Establishing credibility as a Company representative with external stakeholders (i.e., auditors, tax, and legal advisors, financial institutions, etc.)
- Establishing ownership of the role and evaluating and initiating new ideas designed to improve efficiency and quality of financial management, reporting and controls
- Developing an understanding of the Company's operating system with the assistance of internal experts
- Continuing to drive internal information technology and accounting projects forward with minimum impact to the business
- Supporting and leading direct reports in the areas of process improvement and innovation, proactively assessing opportunities to achieve a sustainable, cost effective and competitive business

Professional Experience and Qualifications

The successful candidate joins Eldorado Gold with a track record of success as an experienced finance and accounting professional in mining and metals or a related industrial industry. Expertise should include financial reporting, generating management reports and analysis, complex budget management, and a strong understanding of public company financial reporting, internal controls, and risk management. The Director, Financial Reporting & Accounting has at least ten years of experience in a similar finance and accounting role, and over five years of senior management experience leading diverse finance teams.

Candidates considering this position should have the following experience and qualifications:

- Must hold an international accounting designation such as a CPA or the equivalent



- 10 to 15 years of progressive work experience in finance/accounting roles, with three to five years of experience in a related level position in large, multi-jurisdiction, publicly traded companies (experience in an international mining company is highly desirable)
- Extensive knowledge and experience with IFRS to ensure compliance with regulatory requirements and accounting standards in the preparation, filing, and review of quarterly and annual statutory financial statements and related notes for internal and external users
- Extensive knowledge and experience with preparation of Management's Discussion and Analysis (MD&A) regulatory filings and calculation of industry-appropriate financial and operational metrics.
- Strong understanding of accounting areas relevant to the mining industry including (but not limited to) consolidations, business combinations, impairments, asset retirement obligations, leases, exploration and evaluation properties, fixed assets and depreciation including deferred stripping and underground development, revenue recognition, inventory and cost allocations
- Advanced understanding of financial accounting, reporting, consolidations, budgeting, internal controls in a SOX environment, and policies and procedures
- Experience operating within an SAP environment or ERP system of comparable scale and complexity
- Strong analytical skills, especially in the research of new accounting pronouncements and their potential impact on the company
- Demonstrated ability to manage multiple functional areas and meet deadlines
- Ability to undertake international travel to expand understanding of operations and to build relationships with the global operational and financial teams
- Strong analytical skills, especially in the research of new accounting pronouncements and their potential impact on the company
- Financial systems experience and demonstrated system implementation skills implementations and upgrades

Professional and Personal Characteristics

- Strong leadership, strategic thinking, people management, communication, and interpersonal skills, combined with strong business acumen and an understanding of the mining industry
- An adept relationship builder with a strong service orientation and who is responsive and proactive
- A self-motivated, senior leader with the ability to influence and motivate without authority
- The ability to proactively engage and lead cross-functional teams in ad hoc projects to enhance the business
- A lateral thinker who can relate to broader business issues with an active interest in the business
- Excellent presentation skills with the ability to analyze and interpret financial and statistical data for the management team in a clear and concise manner
- Strong management information systems skills including an ability to drive the functionality of the system. Experience in systems implementation and analytics is desirable
- Strong program and project management skills for system implementation and improvement initiatives
- A positive, goal-oriented individual with a sense of urgency. Sets high standards and can manage both detail as well as big picture issues
- Strong track record as a high performer, with a flexible and adaptable outlook



EDUCATION AND PROFESSIONAL DESIGNATIONS

The successful Director, Financial Reporting & Accounting has completed his/her undergraduate degree in finance, commerce, or business administration and possess a professional accounting designation (e.g., CPA, CA, CGA, CMA). A graduate degree in business administration is preferred but not required. All academic degrees and professional qualifications are subject to verification by an independent third-party service provider.

INTERNATIONAL EXPERIENCE AND LANGUAGES

Candidates should have heightened cultural awareness gained through current or past experience living and working internationally and/or exposure to different cultures gained through extensive travel. French, Greek, or Turkish language skills are highly desirable but not required.

LOCATION AND TRAVEL REQUIREMENTS

This position is ideally based in Eldorado Gold's corporate head office in Vancouver, British Columbia; however, accommodations will be made for the successful candidate to be based elsewhere in Canada. Ability to travel to the Company's operations and projects is required up to 20 percent of the time once corporate travel resumes. If the Director Financial Reporting & Accounting is not based in Vancouver, attendance at the corporate office will be required on a periodic basis. The successful candidate is expected to be comfortable working in a virtual and dynamic office environment and will be provided with the necessary technology and support to effectively execute regardless of location.

COMPENSATION

A competitive compensation package is provided, including base salary, annual bonus, and comprehensive benefits. This position will also participate in Eldorado Gold's long-term incentive plan. The final compensation profile is commensurate upon the qualifications of the successful candidate.

EQUAL EMPLOYMENT OPPORTUNITY

Eldorado Gold provides equal employment opportunity to all persons regardless of age, color, national origin, citizenship status, physical or mental disability, race, religion, creed, gender, sex, sexual orientation, gender identity and/or expression, genetic information, marital status, status with regard to public assistance, veteran status, or any other characteristic protected by federal, provincial or local law. In addition, Eldorado Gold welcomes and encourages applications from people with disabilities. Accommodations are available on request for candidates taking part in all aspects of the selection process.

EXPRESSIONS OF INTEREST AND VERIFICATION

Interested and qualified individuals are encouraged to submit their resume in confidence to Terry Whitehead, Managing Partner or Michael Alexander, Managing Partner at the email addresses listed below. Finalist candidates will undergo third party psychometric testing, reference checks, and a comprehensive credit, criminal, academic, and professional accreditation verification process.



SEARCH CONTACTS

Terry Whitehead
Managing Partner
O: 604.428.2800
E: Terry@alexanderwhitehead.com

Michael Alexander
Managing Partner
O: 604.428.2800
E: Michael@alexanderwhitehead.com

Derek Schwartz
Research Associate
O: 604.428.2800
E: Derek@alexanderwhitehead.com

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