

# RESUMÉ

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Married (3 children)

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## AREAS OF EXPERTISE

- Mining Executive (gold, copper, iron, nickel, niobium, phosphate, bauxite, lithium)
- Management: Team, Projects, Engineering, Construction, Contracts and Technical Area
- Metallurgy and Process Engineering, Tailings (Operations, Projects, TMS/GISTM)
- Operational Management (HSE, ICC, Sustainability, Production, Costs, Innovation)
- Operational and Project Audits; Due Diligences
- Corporate Governance

## EDUCATION

EMBA in Strategic Mining Management - BI International (partial - 2015)

PMP - Preparatory Course for Certification - IETEC - 2014

Organizational Development Program - Dom Cabral Foundation - 2010

Executive MBA in Business Management - Getúlio Vargas Foundation - 2005

Radioprotection - CNEN - National Nuclear Energy Commission - 1999

Mining Engineering - Federal University of Minas Gerais - 1996

## LANGUAGES

Portuguese: Native

English: Advanced level (technical vocabulary)

Professional experiences and visits to countries such as Argentina, Australia, Canada, Chile, Ghana, Mali, Namibia, South Africa, and Tanzania including several audits about ICC conformities.

## PROFESSIONAL PROFILE

Solid mining expertise acquired over 25 years in gold, copper, nickel, niobium, iron, phosphates, silver, bauxite.

Systemic business view and expertise as a mining executive.

Solid expertise in managing people, projects, engineering, contracts, , and operations.

Management focused on results, inspiration, example, teamwork, and decision making.

Conceptual Studies, Pre-Feasibility and Feasibility, Engineering, Construction,

Commissioning, Start-Up, Ramp-Up, Operations, and Expansions.

Solid HSE, Sustainability, and Governance / Compliance culture.

Business evaluation in Brazil, Argentina, and Colombia.

CapEx & OpEx. Cost optimization and increased productivity. Innovation & Technology.

Good relationship and communication at various organizational levels. Resilience.

Self-control and emotional intelligence to handle the demands of the position and accountabilities.

## **PROFESSIONAL EXPERIENCE**

➤ **CANEVES - Consulting and Services, in Belo Horizonte / MG - Brazil**  
**Owner. Consulting, Management and Services in Mining, Metallurgy, Tailings Engineering, Process, and Projects.**  
**October / 2014 – Present**

- Mining Executive (gold, copper, iron, nickel, niobium, phosphate, bauxite, manganese, lithium)
- Management: Team, Projects, Engineering, Process, Contracts and Technical Services
- Metallurgy and Process Engineering, Tailings (Operations, Projects, TMS/GISTM)
- HSE, ICC, Sustainability, Production, Costs, Innovation
- Operational and Project Audits; Due Diligences
- Main customers & partners: Alcoa, AngloGold Ashanti, Biogold, Draft Solutions, Eldorado Gold, Empabra, Fides Mineração, Field Solutions (for companies like Aura Minerals, Mosaic, Libra Ligas do Brasil), Green Metals, SNC-Lavalin (for companies like Anglo American, Bamin, PiauÍ Níquel Metais, OZ Minerals, New Wave Tech), Worley.

➤ **HATCH Engineering - Belo Horizonte / MG, Brazil**  
**Master Consultant (Tailings) and Senior Project Management, Governance.**  
**September 2021 – September 2022**

- Technical discipline leader and responsible for governance for the GISTM (Global Industry Standard of Tailings Management) gap assessment, including several mining tailings storage structures. The scope of work consisted of studying and learning about the fifteen principles and seventy-seven GISTM requirements, evaluating the existing documentation for each of the tailings structures studied, identifying the gaps between what is required for each technical requirement and what is already conformance for each tailings structure, recommendations for achieving full compliance with the requirement, and general comments on key points of attention in terms of execution time and complexity
- Due diligences for lithium and iron ores for important mining companies in the in the tailings area

➤ **OZ Minerals - Belo Horizonte / MG, Carajás / PA, Centro Novo / MA - Brazil**  
**Senior Engineering and Project Manager - PMO**  
**November 2019 – September 2021**

- CentroGold project manager (gold), Maranhão state
- Pantera project manager (copper / gold), Pará state
- Reporting of the projects mentioned to Steering Committee meetings with major Oz Brazil and Australia leadership
- Effective participation in business plan and strategic planning with the company's top leadership, including corporate relations and risk management.
- Technical support to operations
- Single Point of Accountability (SPA) with OZ Brazil for its innovation and agile methodologie

➤ **NORSK HYDRO - Bauxite Mine in Paragominas / PA - Brazil**

**General Project Manager**

**March 2015 to January 2017**

- Responsible for major projects. Scope encompassing three simultaneous tailings system projects, in different stages, including raises of existing dams and construction of a new 320 ha disposal area
- Zero reportable accidents in over 2.2 million worked man-hours, awarded with the Outstanding HSE Project Acknowledgement Certificate in 2016
- US\$ 220M Capex and 1,000+ worker peak histogram
- Board project approval management, from basic and detailed engineering, through implementation and commissioning to handover to operations team
- Main challenges: structuring of Hydro owner's team to lead the projects, project and operations interface management, HSE, management of various contractors, direct interaction with all stakeholders, direct contact with corporate projects vice president in Norway, ensuring compliance audits, and applying lessons learned from other projects

➤ **ANGLO AMERICAN - Phosphate and Niobium Business Unit - Brazil**

**Engineering and CapEx Manager - Phosphates - Catalão, Ouidor, and Cubatão sites**

**April 2014 to September 2014**

- Capital project management for the phosphate unit over a 3-year period, support to production, maintenance, HSE, administrative, and logistics departments
- CapEx management for the entire phosphate unit, with demand consolidation, engineering, and monitoring of deadlines, expenses, and quality of all projects to ensure compliance as approved
- Active participation with EXCO in Portfolio Day and EBTIDA Day meetings to consolidate CapEx and OpEx for the following 3-year period

**Senior Technical and Engineering Manager - Projects**

**March 2013 to March 2014**

- Geosciences, Mining, Process, Engineering, and Infrastructure management for four projects at various maturity stages:
  - Boa Vista Freshrock Project (Nb): FEL1 to 3. CapEx US\$ 380M
  - Goiás II Project (Phosphate): FEL1 and 2. CapEx US\$ 1,500M
  - Niobium Expansion Project (Nb): FEL1. CapEx US\$ 500M
  - Debottleneck Project (Nb): FEL1 to 3. CapEx US\$ 80M
  - Several technical studies
- Team building to simultaneously attend to the four projects
- Main deliverables: drilling plans, geological models, geotechnical and hydrogeological studies, mine plans (open pit and underground), fleet trade-offs, process routes, basic and detailed engineering for plants and infrastructure (including tailings and waste disposal), CapEx and OpEx
- Change management, scopes, deadlines, and funding
- Quality assurance of deliverables as per Anglo American Corporate Standards (Anglo Project Way, Anglo Safety Way etc.)
- Project and operation team integration towards joint decision making
- Frequent contact with corporate design review team based in Johannesburg

- Conflict management of different profiles and personalities, and initiatives to maintain a healthy team atmosphere
- Identification of failures and successes as lessons learned

**Technical Manager for Boa Vista Freshrock Project  
July 2012 to February 2013**

- Geosciences, Mining, and Process management
- Support to basic and detailed engineering work, seeking for better technological innovation and cost cutdown alternatives (CapEx / OpEx)
- Technical support to project implementation team during construction works
- Responsible for project and operation team integration
- Change management, scopes, schedule, and funding

➤ **ANGLOGOLD ASHANTI - Brazil (15 years and two months)**

**Project Manager of the General Project & Growth Management  
October 2007 to June 2012**

**Córrego do Sítio Project Manager in Santa Bárbara, state of Minas Gerais:**

- Detailed engineering for two packages (Amec Minproc Brasil and Sherritt Canada), revamping of the former São Bento Mineração industrial plant, and construction of new industrial areas, including AngloGold's first POX process area (autoclave) in the world, construction of roads and bridge,
- ventilation system and Water Treatment Plant works to meet the needs of underground operations and infrastructure in general
- Underground mine and industrial plant commissioning and start-up
- 1,200 people staff hired at works peak
- CapEx US\$ 240M

**Lamego Project Implementation Manager in Sabará, state of Minas Gerais:**

- Detailed engineering, Cuiabá metallurgical plant adequacy project with new facilities for increased installed capacity, construction of a primary crushing unit and a backfill plant, infrastructure such as building areas (offices, cafeteria, entrance gate, lockers, workshop, warehouse, explosives magazine), underground ventilation system, electric grid, underground activities such as pipe laying for backfill and dewatering systems
- CapEx US\$ 50M

**Refrigeration Plant Project Manager at Cuiabá mine, Sabará, state of Minas Gerais:**

- From project scope and CapEx review for approval, through two-package detailed engineering (BBE South Africa and Ônix Brasil), to procurement and contracting phase, and start of implementation
- Construction of a refrigeration plant to meet the temperature requirements of an underground mine, at all levels, in compliance with specific legislation for this activity, and application of modern technologies
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**Serra Grande Mine Plant Expansion Manager, in Crixás, state of Goiás, also accumulating a metallurgical engineer role:**

- Plant capacity increased from 800k t/year to 1,150kt/year of processed ore
- From basic and detailed engineering, through procurement and contracting, and implementation, commissioning and start-up, to formal handover to operations
- Basically, the project comprised crushing plant upgrade, a new grinding facility, classification & gravimetry, leaching, filtration and clarification area expansion, review of all transfers, including tailings dam raise, and negotiations with CELG (power authority) to enable the construction of a new power transmission line for expansion project requirements

**Senior Americas Technical Group Metallurgist  
April 2005 to September 2007**

**Technical business assessment (M&A) in Brazil and Argentina**

**Internal audits on compliance with the international cyanide code for eight operations (Brazil, Argentina, Mali, Tanzania and Namibia) and work on implementing the code.**

**Preliminary Due Diligence for gold operations in Brazil (MSOL, metallurgy)**

**Cuiabá Project Expansion**, consisting of increased capacity from 830k t/year to 1,400kt/year of ore for Cuiabá Mine (Sabará) and Queiroz plant (Nova Lima), both in the state of Minas Gerais. Regarding ore processing, the project basically consisted of new concentration plant design and construction, next to Cuiabá Mine Site, and adaptations to Queiroz plant and aerial ropeway to meet desired output rate requirements. Major activities:

- Detailed process design follow-up with designer. Interface between operations and designer, holding design definition meetings
- HAZOP study coordinator with Bureau Veritas
- Civil construction and electromechanical assembly work monitoring and support for the new Cuiabá concentration plant and adjustments to Queiroz plant, acting as an interface between those responsible for works and designer
- Participation in Commissioning and Startup Plan and Execution development for the new Cuiabá mine plant and the new and modified Queiroz plant and aerial ropeway areas
- Support to plant operation teams in problem solving during Commissioning, Start Up, and Ramp Up

**Conceptual study coordinator for iron ore use**

**“Green Project” coordinator** - study jointly developed with FC Ottoni aiming at recovering cyanide in resin, as well as environmental and financial aspects.

**Participation in the following projects:** La Colosa, conceptual design phase - Colombia, Lamego, pre-feasibility and feasibility phases, Sabará / MG and NLS Raposos, pre-feasibility / feasibility phases, Nova Lima / MG

➤ **SERRA GRANDE MINING. - AngloGold Ashanti / Kinross - Crixás, state of Goiás**  
**Operational Metallurgy Manager**  
**April 2001 to March 2005**

Industrial Ore Processing Plant, Tailings Dam, Smelter, and Physical-Chemical Laboratory.  
67 direct employees and 5.5 ton of gold per year output. Main responsibilities and challenges:

- Continuously strive for excellence in occupational safety, occupational health, and the environment, by managing company policies (NOSA programs, ISO, International Cyanide Code)
- Ensure compliance with output targets, approved budgets, and capital expenditure, through planning & control
- Contribute to industrial processes optimization, through studies and knowledge of new technologies and processes, and search for resources for their implementation
- Motivate employees to perform their activities effectively, through appropriate dialogue, meetings, and training
- Implement and encourage cost cutdown initiatives, by improving operations and process performance
- Interact with other managements for best results
- Deal with the constant schedule and result pressures

**Process engineer**  
**June 1997 to March 2001**

Responsible for gold ore beneficiation process, including crushing and screening, grinding and classification, gravimetric concentration, thickening, leaching, filtration, precipitation (Merrill Crowe process), and effluent treatment

Development of industrial process optimization studies, seeking for new technologies, process cost cutdown, and metallurgical recovery gains. Also including industrial & laboratory test planning and coordination; industrial studies and test coordination for higher metallurgical plant capacity; implementation of gravimetric concentration process, with very expressive results, e.g., increase in metallurgical recovery of the plant, among other works

➤ **RMS – Mining & Services Ltda. – Belo Horizonte, state of Minas Gerais**  
**Junior Engineer**  
**August 1996 to May 1997**

Participation in Mining Business Plans, conceptual mine designs, mine lease sharing study with DNPM, underground mine output optimization studies, geological iron ore mapping, pozzolan clay prospecting, sintering studies, and use of iron ore and steelmaking waste for later use of blast furnace sintered product. Customers: CSN (Casa de Pedra Mine Site), Vale, Fosfertil, RTZ Group, Paranapanema Group, Camargo Correia Industrial, Cimento Mauá, and Mannesmann.

## **MAIN VISITS & AUDITS**

- Randol – Gold & Silver Forum – Vancouver – Canada
- Battle Mountain Gold - Golden Giant Mine – Marathon - Canada
- Williams Operating Corporation – Williams Gold Mine – Marathon - Canada
- Knelson Concentrators - Vancouver - Canada
- Navachab Gold Mine – AngloGold Ashanti – Namibia
- Sadiola & Yatela Gold Mines – AngloGold Ashanti – Mali
- Morila Gold Mine – AngloGold Ashanti – Mali
- Geita Gold Mine – AngloGold Ashanti – Tanzania
- Raleigh Mine – Barrick – Kalgoorlie City - Australia
- Nickel West Cliffs - BHP Billiton - Leinster City - Australia
- St. Barbara Gwalia Mine - Leonora City - Australia
- El Soldado Copper Mine - Chile
- Vale - Itabira and Caeté (MG), Sossego and Igarapé Bahia (Carajás / PA) Units
- Mineração Cerro Vanguardia – AngloGold Ashanti - Patagonia – Argentina
- Samarco Mineração - Mariana / MG
- CSN - Mineração Casa de Pedra - Congonhas / MG
- Alunorte Refinery (Norsk Hydro) - Barcarena / PA

## **MAIN TRAININGS**

- Self-Leadership Program for OZ Minerals Brazil leaders - 2020/2021
- Team Management and Leadership – Getúlio Vargas Foundation
- Brazilian Leadership & Innovation Congress 2017 - Brazil
- Advanced Manufacturing, Innovation and Industry 4.0 Seminar – 2017 - Brazil
- Mine Planning and Strategy Optimization Workshop – Dr. Martin Smith
- WorldGold Conference - South Africa - 5 days with several mining companies
- AngloGold Metallurgical Conference - South Africa - 4 days with paper presentation
- Backfill Seminar - Perth - Australia
- Dam Safety - Legislation and Practice – Minere Institute – 2017 - Brazil
- National Seminar on Tailings Dams - Belo Horizonte – 2017 - Brazil
- National Dam Safety Policy - Legal Aspects - Willian Freire Consultancy – 2016 - Brazil
- Leadership Seminar on Solutions to Impossible Equations - Amana-Key Consultancy
- Improving Human Performance for Leaders - Comportamento Psychology of Work Consultancy – 2016 - Brazil
- System for People based on Elliot's Requisite Organization (training and application with the team)
- Media Workshop - Training on Corporate Communication with the Media - CDN
- Management Development Program - Humana Management Consultancy
- Team Management - WA Training & Consultancy
- People Management - Getúlio Vargas Foundation (online)
- Financial Administration - Getúlio Vargas Foundation (online)
- Economic Mining Project Evaluation – IETEC Technical Institute
- Task Approach and Observation (safety) - Comportamento Psychology of Work
- Total Quality Control for Managers - Christiano Ottoni Foundation
- Total Quality Applied to Mining - Christiano Ottoni Foundation
- FEL – Front End Loading – IETEC Technical Institute
- Various Quality, Safety, Health & Environment Programs: NOSA, ISO, International Cyanide Code
- TMS/GISTM (Tailings Management System / Global Industry Standard on Tailings Management)