



NASDAQ: ELBM
TSX.V: ELBM

FINANCIAL PLANNING AND ANALYSIS MANAGER

Location: Toronto, Ontario

Reference No: 2025-035

Position Type: Full-time

Position Status: This position is being advertised to fill an existing vacancy.

Rate of Pay: Annual salary range of \$100,000-\$125,000; Commensurate with experience and qualifications.

ABOUT ELECTRA BATTERY MATERIALS

Electra is a leader in advancing North America's critical minerals supply chain for lithium-ion batteries. The Company's primary focus is constructing North America's only cobalt sulfate refinery, as part of a phased strategy to onshore critical minerals refining and reduce reliance on foreign supply chains. In addition to the Refinery, Electra holds a significant land package in Idaho's Cobalt Belt, including its Iron Creek project and surrounding properties, positioning the Company as a potential cornerstone for North American cobalt and copper production. Electra is also advancing black mass recycling opportunities to recover critical materials from end-of-life batteries, while continuing to evaluate growth opportunities in nickel refining and other downstream battery materials.

RESPONSIBILITIES

Below is a list of primary duties and responsibilities for the Financial Planning and Analysis Manager position:

- Analyze financial data to identify trends, variances, and opportunities for improvement;
- Prepare monthly, quarterly, and annual financial reports and dashboards for management;
- Lead budgeting and forecasting processes, including variance analysis against actual results;
- Lead cost control and internal audit activities;
- Develop and maintain financial models for budgeting, forecasting, and long-term planning;
- Collaborate with accounting, operations, and leadership teams to ensure financial accuracy and alignment;
- Work closely with the Capital Project team with respect to budgeting, cost control and reporting;
- Prepare presentations and summaries for management and executive decision-making;
- Assist in key decision-making by preparing analysis and assisting in business case creation;
- Support month-end and year-end close processes, including reconciliations and analysis;
- Assist with ad hoc financial analysis and special projects as required;
- Conduct cost analysis and profitability analysis by project;
- Monitor key performance indicators (KPIs) and provide actionable insights to stakeholders;
- Reporting and assisting in cashflow reporting and management; and,
- Other duties as assigned by management.

QUALIFICATIONS

- Bachelor's degree in Accounting, Finance, Business, or other relevant discipline;
- CPA designation considered an asset;
- Minimum 5 years' experience in financial analysis, accounting, or similar role;
- Mining and/or refining industry experience and asset;
- Experience supporting budgeting, forecasting, and variance analysis;
- Exposure to financial modeling and business case development;
- Team-oriented, ability to work closely with other functional areas to ensure appropriate support;
- Advanced proficiency in Microsoft Excel (financial models, pivot tables, lookups);
- Experience with financial reporting and ERP systems;
- Ability to manage multiple priorities and meet deadlines in a fast-paced environment;
- Superior organizational, problem solving and time management skills; and,
- Excellent written and oral communication skills.

WHY JOIN ELECTRA BATTERY MATERIALS?

Together, we will power a better path forward. Be a part of a fast-growing team, as we succeed in becoming North America's first integrated battery materials park, providing battery grade materials for the electric vehicle revolution. Our success is contingent on the hard work and dedication of our people. Electra Battery Materials rewards team members through:

- Recognition and results-driven compensation
- Training and development opportunities
- Culture where innovation is rewarded
- Health and wellbeing
- Ongoing communication and two-way feedback

If you are a passionate, committed, and dynamic individual, please submit your resume in confidence to careers@ElectraBMC.com. Please note that only qualified candidates selected for an interview will be contacted.

Electra Battery Materials is an equal opportunity employer. We are committed to providing an environment of mutual respect and we believe that diversity and inclusion among our team members is critical to our success. We are committed to creating an inclusive environment for all employees and decisions to hire or promote will be based on merit, competence, performance, and business requirements.