LAB TECHNICIAN

Location: Cobalt Refinery, Temiskaming Shores, Ontario
Reference No: 2026-43
Position Type: Full-time
Position Status: This position is being advertised to fill an existing vacancy.
Rate of Pay: Hourly wage range of $26.00-$36.00, commensurate with experience, skills, 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 Lab Technician position at the Cobalt Refinery:

- Perform chemical and metallurgical analyses on process solutions, intermediates, and finished products;
- Collect, prepare, label, and process production, environmental, and quality control samples;
- Follow all laboratory safety procedures and maintain compliance with health, safety, environmental, and regulatory requirements;
- Conduct routine laboratory testing using established analytical methods and standard operating procedures;
- Operate, calibrate, maintain, and troubleshoot laboratory instruments and equipment;
- Perform wet-bench chemistry analyses including titrations, pH, and density measurement;
- Analyze and interpret test results, ensuring accuracy and reliability of analytical data;
- Monitor product quality and identify deviations from established specifications;
- Maintain laboratory cleanliness, organization, and housekeeping standards;
- Ensure laboratory equipment is maintained and calibrated in accordance with manufacturer recommendations and quality requirements;
- Safely handle, store, and dispose of hazardous chemicals and laboratory waste;
- Assist in investigating analytical discrepancies and implementing corrective actions;
- Support process optimization and metallurgical improvement initiatives through laboratory testing;
- Prepare laboratory reports and maintain accurate testing documentation and records;

- Collaborate with Operations, Engineering, Maintenance, and Environmental teams to support refinery objectives; and;
- Other duties as assigned by management.

QUALIFICATIONS

- Diploma or Degree in Chemical Technology, Chemical Engineering Technology, Chemistry, Metallurgy, Laboratory Science, or a related discipline;
- Minimum 1–3 years of laboratory experience in a hydrometallurgical, metallurgical, mining, chemical processing, or industrial manufacturing environment preferred;
- Experience performing wet-bench chemistry and instrumental analytical techniques;
- Working knowledge of laboratory quality systems, QA/QC procedures, and good laboratory practices (GLP);
- Experience with analytical equipment such as ICP-OES, AAS, XRF, pH meters, and analytical balances is considered an asset;
- Familiarity with laboratory information management systems (LIMS) and Microsoft Office applications;
- Strong attention to detail with excellent analytical, troubleshooting, and problem-solving skills;
- Ability to accurately interpret technical procedures and laboratory data;
- Strong organizational, time management, and record-keeping skills;
- Effective verbal and written communication skills with the ability to work collaboratively across departments;
- Knowledge of applicable health, safety, and environmental regulations is considered an asset; and,
- Willingness to work shift schedules as operational requirements dictate.

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.

This opportunity is proudly supported by Northern Ontario Heritage Fund Corporation and is funded through the Workforce Development Program. Eligibility requirements of the program can be found here: https://nohfc.ca/en/pages/programs/people-talent-program/workforce-development-stream