



NASDAQ: ELBM
TSX.V: ELBM

OPERATIONS MANAGER

Location: Cobalt Refinery, Temiskaming Shores, Ontario

Reference No: 2026-42

Position Type: Full-time

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

Reports To: Refinery General Manager & Commissioning Leader.

Rate of Pay: Annual base salary range of \$140,000-\$170,000, 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 Operations Manager position at the Cobalt Refinery:

- Lead the hydrometallurgical refinery's day-to-day Operations in a safe, efficient, and environmentally responsible manner and be responsible;
- Oversee daily production activities to achieve operational, quality, and business objectives;
- Ensure compliance with all health, safety, environmental, and regulatory requirements;
- Promote and maintain a strong safety culture through leadership and continuous improvement;
- Monitor plant performance and implement strategies to maximize throughput, recovery, and efficiency;
- Develop and execute operational plans to meet production targets, quality and customer requirements;
- Coordinate activities between Operations, Maintenance, Engineering, Laboratory, and Logistics departments;
- Identify operational risks, troubleshoot production issues, and implement corrective actions;
- Lead continuous improvement initiatives to optimize plant performance, reduce costs, and improve reliability;
- Support commissioning, start-up, and optimization of new equipment and process improvements;

- Collaborate with Process Engineering to improve metallurgical performance and process efficiency;
- Monitor key operational performance indicators (KPIs) and implement improvement plans where required;
- Provide leadership and guidance to Electrical & Instrumentation and Controls personnel;
- Develop, implement, and maintain standard operating procedures and operational best practices;
- Manage departmental operating budgets and control labour, utility, and operating costs;
- Lead, coach, mentor, and develop direct reports, supervisors and operations personnel;
- Conduct performance evaluations and support employee training and development initiatives;
- Prepare operational reports, production summaries, and performance updates for senior leadership;
- Build strong working relationships with internal departments, contractors, suppliers, and regulatory agencies;
- Drive operational excellence through data analysis, innovation, and continuous improvement;
- Ensure all refinery activities are conducted in accordance with company policies, procedures, and operational standards; and,
- Other duties as assigned by management.

QUALIFICATIONS

- Bachelor's degree in Chemical Engineering, Metallurgical Engineering, or related discipline or a diploma with extensive relevant experience;
- Minimum 10 years of operations experience in hydrometallurgy, mineral processing, chemical processing, or metallurgical refining;
- Minimum 5 years of leadership experience managing production or refinery operations;
- Strong understanding of leaching, solvent extraction, precipitation, crystallization, filtration, and related hydrometallurgical processes;
- Experience with commissioning and plant start-up is considered a strong asset;
- Knowledge of Ontario health, safety, and environmental regulations is preferred;
- Strong leadership, communication, problem-solving, and decision-making skills;
- Experience using ERP systems, maintenance management software, and process control systems is an asset;
- High proficiency in Microsoft Office applications;
- Strong analytical skills with attention to detail and accuracy; and,
- Excellent written and oral communication.

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.