



NASDAQ: ELBM
TSX.V: ELBM

PROCESS ENGINEER IN TRAINING

Location: Cobalt Refinery, Temiskaming Shores, Ontario

Reference No: 2024-015

Position Type: Full-Time

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

Rate of Pay: Annual salary range of \$60,000–\$80,000, 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 Process Engineer in Training at the Cobalt Refinery:

- Assist with Capital Projects covering processing technologies;
- May be assigned to work in the refinery processing plant or within the metallurgical lab on some specific projects and/or support for in plant production;
- Support continuous improvement and root cause analysis processes related to all processing activities;
- May participate in establishing laboratory assay procedures and help to develop an overall sample processing strategy within the refinery;
- May assist in establishing and using metallurgical software for process control and metallurgical accounting;
- Leverages technology in refinery cost reduction efforts;
- Track key production performance indicators and report to management with recommendations for improvements;
- Develop management systems to monitor refinery consumables and identify opportunities for cost reductions;
- May be required to work shift work;
- Ensure compliance with all health and safety standards as well as QA/QC related to the lab and production departments; and
- Other duties as assigned by management.

QUALIFICATIONS

- A Bachelor's Degree in Chemical Engineering or Metallurgical Engineering or equivalent;
- Advanced knowledge of principles and methods used in base metal processing;
- Good analytical skills for identifying process shortfalls, bottlenecks and recommending design changes;
- Must be local or willing to relocate to Temiskaming Shores, ON;
- Innovative problem-solving skills and ability to take calculated risks to improve operating efficiencies applied to revenue generation and cost containment;
- Solid communication skills including good written composition and presentation of ideas and concepts;
- Willing to take on various process support tasks, comfortable working in a lab environment, in the field as process plant support, or as an operating technician; and
- High level of computer literacy in MS Windows and MS Office applications.

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.