



NASDAQ: ELBM
TSX.V: ELBM

PROCESS MANAGER

Location: Cobalt Refinery, Temiskaming Shores, Ontario

Reference No: 2024-028

Position Type: Full-time

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

Reports To: VP, Metallurgy & Technology

Rate of Pay: Annual base salary range of \$120,000-160,000, 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 Manager position at the Cobalt Refinery:

Health, Safety, and Environment:

- Review, follow and manage company's HS&E policy;
- Ensure all process related HS&E aspects are implemented and zero loss time injury is achieved and continues to be achieved;
- Ensure all staff working in the areas of responsibility are adequately trained and follow the company's HS&E guidelines and procedures;
- Provide HS&E related inputs to the HS&E Manager or designate as required;

Managerial:

- Oversee, lead and manage a group of process engineers, technologists, support staff, lab and operations;
- Provide technical mentorship and guidance to direct reports and process related aspects of operations;
- Set performance goals, conduct regular reviews, and provide training to team members;
- When required give technical support to address government agency requests, such as Ministry of Environment, Ministry of Labour, etc.

- Attend and engage in technical meetings and communicate effectively;

Operations:

- Be willing to work in a hydrometallurgical plant environment where both construction and operations are occurring simultaneously;
- Be part of a plant commissioning team and provide technical oversight to commissioning tasks;
- Participate in and provide final sign off on process engineering changes, plant design changes and process control changes within an operating plant;
- Develop, document, and implement new process workflows and standard operating procedures;
- Ensure process consistency and optimization;
- Identify and analyze existing processes to find opportunities for efficiency improvements;
- Establish key performance indicators (KPIs) to monitor and measure process efficiency;
- Participate in establishing KPI's for process engineers within the group;
- Report and present progress and results of process changes to senior management;
- Ensure all processes comply with regulatory standards, safety protocols, and quality guidelines;
- Identify potential process risks and develop mitigation strategies;
- Identify bottlenecks and improve workflows to enhance productivity and reduce costs;

Metallurgical Balance and Product Quality:

- Ensure daily, weekly and monthly metallurgical balances are generated accurately;
- Interpret metallurgical balances during daily production reviews;
- Partake and provide inputs in developing risk mitigation strategy;
- Mitigate risks to recoveries, production targets and product quality;

Projects:

- Design, analyze, and improve complex metallurgical processes to maximize recoveries, efficiency and productivity;
- Work with outside contract engineering firms to help manage technical projects within the plant and process;
- Develop project plans, timelines, and deliverables for process improvement;
- Lead process improvement projects and initiatives, from planning through execution;

Laboratory and Analytical:

- Provide technical support to on-site metallurgical lab;
- Establish bench scale lab tests as requested from management, provide technical oversight on execution of lab tests;
- Develop testing procedures on critical operating process parameters;
- Work closely with laboratory and operations personnel to ensure process alignment;
- Allocate resources effectively, including personnel, equipment and materials to support process engineering projects;

Generic:

- Encourage a culture of innovation and efficiency within the team;
- This role will report directly to the VP, Metallurgy & Technology; and
- Other duties as assigned by management.

QUALIFICATIONS

- A Bachelor's degree in Chemical or Metallurgical Engineering or equivalent with Ontario Professional Engineering (P.Eng.) status;
- 5 years or more of relevant experience in a managerial role as a Chemical or Metallurgical Engineer required;
- Extensive operational, commissioning, and design experience related to chemical and/or hydrometallurgical processes required;
- Proven ability to lead a team through effective communication and interaction skills;
- Strong knowledge of materials analytical methods required;
- Must be local or willing to relocate to Temiskaming Shores, ON;
- High proficiency of Microsoft Office applications;
- Strong analytical skills with attention to detail and accuracy;
- Superior organizational, problem solving and time management skills; and,
- Excellent written and oral communications.

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.