



REFINERY GENERAL MANAGER & COMMISSIONING LEADER

Location: Temiskaming Shores, Ontario, Canada
Reference No: 2026-40
Position Type: Full-time
Position Status: This position is being advertised to fill an existing vacancy
Reports to: Corporate head office
Compensation: Highly competitive package including performance bonus, relocation support, and equity participation

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. Refinery construction is advancing in 2026, with mechanical completion targeted for Q2 2027 and commissioning/ramp-up in late 2026–2027.

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 opportunities in nickel refining and battery recycling.

PRIMARY OBJECTIVE

Electra is seeking a senior hydrometallurgical leader to support the commissioning and ramp-up of its hydrometallurgical refinery in Temiskaming Shores, Ontario, Canada. Funded by the U.S. and Canadian governments, the refinery will produce a battery-grade cobalt sulfate product for industrial and defence battery applications.

The successful candidate will lead commissioning and stabilize core process circuits, particularly solvent extraction (SX) and crystallization, while establishing the operating discipline and internal capability required for sustained, on-spec production.

In Year 2, a phase 2 expansion is contemplated to increase production from 5,120 tpa to 6,500 tpa of cobalt contained in sulfate to align with crystallizer nameplate capacity.

This role carries full accountability for operational readiness, ramp-up performance, and early-stage plant stability.

SUCCESS PROFILE

The ideal candidate is a seasoned hydrometallurgical operator with a proven track record of leading commissioning and start-up of complex processing facilities. This individual brings direct, hands-on experience stabilizing solvent extraction and crystallization circuits and delivering consistent, on-spec production in demanding environments.

You are a practical, data-driven leader who can translate complex process behaviour into clear operating discipline. You are comfortable working in a start-up environment where conditions evolve rapidly and decisions must be made with incomplete information.

You build strong teams, set high standards, and lead from the front in demanding operating environments. You are equally effective troubleshooting in the plant as you are developing systems, processes, and people to support sustained commercial operations.

Above all, you bring an unwavering commitment to safety, operational excellence, and product quality, and are motivated by the opportunity to build and scale a strategically important asset in North America's critical minerals supply chain.

RESPONSIBILITIES

The Refinery General Manager & Commissioning Leader will be accountable for the safe and successful transition of the refinery from construction through commissioning, ramp-up, and into stable commercial operations. Key responsibilities include:

- Lead the transition from construction through cold, hot, and wet commissioning, ensuring full system readiness and effective resolution of punch-list items;
- Establish and maintain a zero-harm safety culture, ensuring all activities meet or exceed regulatory and corporate standards;
- Stabilize and optimize core process circuits, including leach, solvent extraction (SX), and crystallization, to achieve design throughput, recovery, and product quality targets;
- Diagnose and resolve complex operational issues, particularly within SX and crystallization systems, and define sustainable operating windows;
- Deliver consistent production of battery-grade cobalt sulfate meeting customer specifications;
- Build and implement operating discipline through SOPs, process playbooks, and structured training programs;
- Recruit, develop, and lead a high-performing operations team, including operators, supervisors, and metallurgical staff;
- Drive continuous improvement across recovery, cost performance, reagent consumption, and overall plant efficiency;
- Collaborate with technical, maintenance, and laboratory teams to establish robust process control and metallurgical accounting practices;
- Support preparation for future expansion and long-term operational scale-up; and
- Other duties as assigned by management.

QUALIFICATIONS

Education:

- Chemical or Metallurgical Engineering degree, with hydrometallurgical experience required;

Experience:

- 15+ years in hydrometallurgical processing, refinery operations, or commissioning;
- Proven commissioning/start-up leadership in SX, crystallization, or related chemical/metals circuits;
- Experience bringing a plant from construction through commissioning and ramp-up to stable commercial production;
- Experience managing product quality for battery-grade or other high-purity chemical products;
- Experience leading plant teams in a start-up or turnaround environment;
- Experience with cobalt, nickel, copper, or analogous refinery systems (zinc, rare earths, or high-purity chemicals);

Leadership & Operating Style:

- Hands-on, plant-focused leader with strong troubleshooting instincts;
- Data-driven decision maker with strong process control and troubleshooting skill;
- Able to translate complex process behaviour into clear operating guidance;
- Experienced in building early-stage operating teams and instilling discipline; and
- Calm and effective in start-up environments with evolving conditions.

WHY JOIN ELECTRA BATTERY MATERIALS

This is a rare opportunity to lead the commissioning and start-up of North America's only cobalt sulfate refinery, a strategically important asset supported by the U.S. and Canadian governments.

Very few assets at this stage of development exist in North America, making this a unique opportunity to define how a critical minerals refinery is brought into commercial operation.

Electra is at the forefront of building a domestic critical minerals supply chain for battery and defence applications. The refinery is a cornerstone asset with significant visibility across industry, government, and capital markets.

You will play a central role in bringing this asset into operation, shaping its operating culture, and establishing the foundation for long-term success and future expansion.

In addition to leading a high-impact project, Electra offers:

- A highly competitive compensation package, including performance incentives and equity participation;
- The opportunity to build and lead a team from the ground up;
- Direct exposure to senior leadership and strategic decision-making; and
- A mission-driven environment focused on advancing North America's energy security and industrial capacity.

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.