



NASDAQ: ELBM
TSX.V: ELBM

SUPERINTENDENT OF ELECTRICAL AND INSTRUMENTATION

Location: Cobalt Refinery, Temiskaming Shores, Ontario

Reference No: 2025-30

Position Type: Full-time

Rate of Pay: Salary, Commensurate with experience and qualifications

ABOUT ELECTRA BATTERY MATERIALS

Electra is planning to build North America's only fully integrated, localized and environmentally sustainable battery materials complex. Electra has recently signed a term sheet with the Ontario government for a \$17.5 million loan which is part of a \$100 million cobalt refinery investment, that includes a US\$30 million brokered private placement. As part of the \$100 million investment, Electra also received \$20 million from the U.S. Department of Defense to advance its battery materials complex, and an LOI from the Canadian Federal government for \$20 million. Together, these strategic financings provide critical support for the completion of Electra's Battery Materials Park and long-term growth. Leveraging the company's own mining assets and business partners, the Electra Battery Materials Park will host a cobalt sulfate plant with plans to build a nickel sulfate plant and a large-scale lithium-ion battery recycling facility. Electra's focus will be to supply the North American Electric Vehicle market with battery materials to support the manufacturing of lithium-ion batteries within North America. Electra Battery Materials is an integral part of the North American battery supply chain, providing low-carbon, sustainable and traceable raw materials for the region's fast growing electric vehicle industry.

RESPONSIBILITIES

Below is a list of primary duties and responsibilities for the Superintendent of Electrical and Instrumentation position at the Cobalt Refinery:

- Lead, supervise, and coordinate electrical and instrumentation (E&I) teams;
- Oversee process control systems and electrical control systems plant-wide;
- Allocate work and ensure timely completion of maintenance and project tasks;
- Provide mentorship, training, and skill development for E&I personnel;
- Oversee preventative and corrective maintenance of Refinery electrical systems and instrumentation;
- Support continuous plant operations by minimizing downtime and resolving technical issues promptly;
- Develop and implement maintenance strategies and schedules for E&I equipment;
- Coordinate with operations, mechanical, and process teams to align maintenance with production requirements;
- Participate in project planning, design reviews, and commissioning of new electrical and instrumentation systems;
- Enforce compliance with Refinery safety standards, electrical codes, and instrumentation regulations;
- Implement safe work practices such as lockout/tagout, hot work permits, and hazardous area compliance;
- Oversee calibration, inspection, and certification of instruments and electrical equipment;

- Report E&I maintenance activities, equipment performance, and reliability metrics to management as required;
- Coordinate with external vendors, contractors, and OEMs for technical support; and,
- Other duties as assigned by management.

QUALIFICATIONS

- Post-secondary education in Electrical Engineering, Instrumentation Engineering, or related field;
- Minimum 3 years of related field experience in a supervisory or superintendent-level role overseeing E&I teams;
- Minimum 10 years of experience in electrical and instrumentation field;
- Strong experience with power distribution systems, control systems, analyzers, and field instrumentation;
- Expertise in electrical systems: motors, switchgear, transformers, generators, UPS, and grounding systems;
- Advanced knowledge of instrumentation: transmitters, analyzers, sensors, valves, actuators, and calibration;
- Familiarity with control systems and advanced process control systems;
- In-depth knowledge of safety standards and regulatory requirements;
- High proficiency of Microsoft Office applications;
- Strong project management and planning abilities;
- Proven ability to work in a team environment demonstrating excellent communication skills;
- Strong analytical skills with attention to detail and accuracy;
- Experience working in a fast-paced office and deadline oriented;
- 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.