



NASDAQ: ELBM  
TSX.V: ELBM

## TRAINING AND COMMISSIONING COORDINATOR

Location: Cobalt Refinery, Temiskaming Shores, Ontario

Reference No: 2025-032

Position Type: Full-time

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

Position Status: Annual salary range of \$70,000-\$100,000, 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 Training and Commissioning Coordinator position at the Cobalt Refinery:

- Work to develop operating procedures and participate in executing procedures while commissioning the plant, these can be for any of the areas of leaching, neutralization, solvent extraction or crystallization;
- Train operators and other process support personnel in performing procedures as developed;
- Sign off operators as competent to perform procedures following proper regulatory protocols for operator sign offs;
- Track training progress and training effectiveness;
- Help to guide and educate workers and supervisors on compliance to applicable Federal and Provincial Health and Safety Regulations;
- Work with process engineers and consultants to help commission operating circuits;
- Prepare internal material and test for individual training modules and needs;
- Develop training modules for operators and maintenance personnel on site;
- Maintain training records and logs for all personnel and contractors on site;
- Deliver engaging training programs using presentation software and hands-on demonstration equipment;
- Track and update employee training data; and,
- Other duties as assigned by management.

## QUALIFICATIONS

- Minimum 3 years of operating and training experience in process plants;
- Previous supervisory experience an asset;
- Train the Trainer designation required;
- Valid First Aid Certification required;
- Ontario Common Core Certification required;
- Strong understanding of Health and Safety regulations;
- Must be local or willing to relocate to Temiskaming Shores, ON;
- High proficiency of Microsoft Office applications, namely Word, Excel, and PowerPoint 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](mailto: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.