



TSX.V: ELBM
OTCQX: ELBMF

VICE PRESIDENT, GROWTH & SUSTAINABILITY

Location: Flexible

Reference No: 2021-010

Position Type: Full-Time

Rate of Pay: Salary, Commensurate with experience and qualifications

ABOUT ELECTRA BATTERY MATERIALS

Electra is building North America's only fully integrated, localized and environmentally sustainable battery materials park. Leveraging the company's own mining assets and business partners, the Electra Battery Materials Park will host cobalt and nickel sulfate production plants, a large-scale lithium-ion battery recycling facility, and battery precursor materials production, which will serve both North American and global customers. 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.

ABOUT THE OPPORTUNITY

At this critical juncture in Electra's evolution, it is essential that the senior leadership team is bolstered by a strong technical leader, with a growth mindset and entrepreneurial approach. The Vice President, Growth & Sustainability will report to the **Chief Executive Officer** and will be responsible for business development, sustainability, and growth opportunities. They will collaborate with the Vice President, Project Development on Phase 2 expansion, working closely on the development of a modular recycling plant and commercial relationships. The Vice President, Growth & Sustainability will have primary responsibility for advancing discussions with precursor cathode active material (PCAM) manufacturers, with a view to identifying a business partner to develop a PCAM plant at Electra's permitted hydrometallurgical complex in Canada. The candidate will also play a leadership role on commercial and technical aspects related to the construction of a nickel sulfate plant. The individual will also assist with the development of a 5-year plan to bring the Iron Creek cobalt-copper project to production, working closely with the Company's exploration team and consultants.

The Vice President, Growth & Sustainability will have primary responsibility for assessing business opportunities with third parties, working closely with the CEO and Vice President Commercial, as the situation may warrant. This may include PCAM manufacturing, recycling, nickel processing and asset-level opportunities, within the current refinery complex or in a new jurisdiction. The individual will lead studies associated with a battery materials park strategy, with a view to developing strategic relations with downstream chemical, battery and OEM partners.

Maintaining peer leading ESG credentials is an essential part of the company's strategic plan. The candidate will be expected to play a leadership role in ensuring that investment and strategic decisions are consistent with Electra's commitment to best-in-class ESG practices, including a strategy to achieve a net-zero status by 2035.

RESPONSIBILITIES

- Responsible for the overall execution, from early studies to final feasibility, of Company expansion plans for phase 2, 3 and 4 expansion plans;
- Co-lead discussions with potential battery precursor manufacturing partners with the Vice President, Commercial, in support of a Phase 4 strategy;
- Responsible for 'offsite' battery recycling opportunities;
- Contribute to and lead the planning process for other studies and project execution initiatives to align with the overall Company strategic plan;
- Oversee the implementation of a corporate ESG framework, which may include CIRAF, RMI and GRI reporting; review procurement and operating plans for the refinery to provide feedback on opportunities for better ESG practices;
- Responsible for strategic aspects and risk management of the project to ensure the project objectives are delivered;
- Provide leadership and identify opportunities to nurture and enhance the Company's social license to operate in Canada and the U.S.;
- Establish mechanisms to ensure regular dialogue amongst stakeholders, both internal and external, to promote problem solving, teamwork and risk-sharing; and
- Act as Qualified Person (QP) on relevant documents that have been appropriately assessed.

QUALIFICATIONS

- Bachelor's degree in engineering, metallurgy, or related discipline. MBA or relevant advanced degree preferred; P.Eng. designation is also preferred;
- 15+ years of leadership experience in mining, metals, materials, or chemicals refining, with a strong background in industrial operations.
- Chemical or hydrometallurgical processing experience preferred and a background in metallurgy would be a definite asset; experience in the battery precursor manufacturing process would be a distinct advantage;
- Strong business acumen including aptitude in business development, capital project management, and financial and budget management;
- Track record of building relationships with external stakeholders, including regulatory agencies, suppliers, customers and business partners;
- Ability to drive leadership development and cultural initiatives across an expanding organization;
- Thorough knowledge of studies management, engineering and design, project management standards, safety, maintenance, procurement and implementation;
- The successful candidate must have excellent communication skills as well as the ability to work with multidisciplinary teams;
- Excellent report writing and presentation skills; and
- Creative, enthusiastic and results oriented.



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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
- Health and wellbeing
- Ongoing communication and two-way feedback

If you are a passionate, committed, and dynamic individual, please submit your resume and salary expectations 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.