ELECTRICAL & INSTRUMENTATION LEAD

Location: Temiskaming Shores, Ontario
Reference No: 2025-039
Position Type: Full-time
Position Status: This position is being advertised to fill an existing vacancy.
Rate of Pay: Hourly wage range of $43.00-$53.00, 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 Electrical & Instrumentation Lead position at the Cobalt Refinery:

- Lead, mentor, and coordinate the Electrical & Instrumentation maintenance team ensuring safe and efficient performance;
- Plan and supervise preventive, predictive, and corrective maintenance for electrical and instrumentation systems;
- Ensure proper operation of high, medium, and low voltage systems, MCCs, transformers, and motors;
- Assist with DCS, PLCs, field instruments, control valves, and calibration programs;
- Diagnose electrical and instrumentation faults and implement reliability improvement strategies;
- Enforce and assist with the development of electrical and process safety standards, LOTO procedures, and hazardous area regulations;
- Lead E&I scope during construction, commissioning, and operating project phases;
- Review drawings, specifications, and documentation for maintenance and project execution;
- Maintain maintenance schedules, calibration records, and updated drawings (P&IDs, loop diagrams);
- Collaborate with operations, mechanical maintenance, process engineers, contractors, and safety teams;
- Conduct root cause analysis, implement reliability improvements, and optimize systems;

- Provide technical support for new units, equipment commissioning, and process startups;
- Be proactive with company safety initiatives;
- Provide strong leadership for the continuous improvement of safety, quality and productivity; and,
- Other duties as assigned by management.

QUALIFICATIONS

- High school diploma, complimented by post-secondary education in Electrical and Instrumentation field;
- Certified 309A Red Seal Construction and Maintenance Electrician designation or 447A Instrumentation and Control Technician designation;
- Minimum 7 years of relevant experience in Electrical and Instrumentation field, including 3 years in a lead, supervisory-level role overseeing E&I teams;
- 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 written and oral communication skills;
- Strong analytical skills with attention to detail and accuracy;
- Experience working in a fast-paced office and deadline oriented; and,
- Superior organizational, problem solving, and time management skills.

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.