



NASDAQ: ELBM
TSX.V: ELBM

HEAD OF CONSTRUCTION

Location: Cobalt Refinery, Temiskaming Shores, Ontario

Reference No: 2025-031

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 Head of Construction position at the Cobalt Refinery:

- Oversee, lead, plan, and manage all aspects of assigned projects, while ensuring quality standards are met;
- Enforce health, safety, and environment standards, ensuring compliance with safety regulations, operational standards, and company requirements;
- Develop and manage detailed construction execution plans;
- Have direct responsibility for the oversight and leadership of main construction contractor(s) at the site;
- Responsible for overall project performance and reporting in areas including, but not limited to safety, budget, schedule, purchasing, risk management, contractor performance and quality;
- Maintain accurate project documentation including change orders, progress reports, permits, and plans, and ensure project remains within budget;
- Produce and present monthly reports to senior management;
- Coordinate with Electra Management and consultants to build owners project and construction teams;
- Ensure timely delivery, proper handling, and storage of construction materials and equipment;
- Facilitate meetings and provide day-to-day project oversight and communication with project team;
- Coordinate with operations, engineering, and maintenance teams;

- Review and track contracts, invoices, and payments to contractors, consultants, and vendors;
- Contribute to the organization's strategic and business planning initiatives;
- Provide guidance, motivation, and support to the team;
- Support and execute training for personnel;
- Monitor, manage, and mitigate potential project risks throughout the project lifecycle;
- Implement contingency plans as needed;
- Implement quality assurance processes and procedures;
- Conduct regular reviews and audits for compliance with project requirements;
- Facilitate problem-solving and decision-making within the team;
- Escalate critical issues to senior management if needed; and,
- Other duties as assigned by management.

QUALIFICATIONS

- A technical degree/diploma/certificate or equivalent in a related field or an equivalent combination of education and experience;
- Bachelor's degree in Construction Management, Engineering, or a similar field would be an asset;
- PMP certification or an equivalent designation would be an asset;
- Minimum 10 years' of relevant experience in Construction Management;
- Must be local or willing to relocate to Temiskaming Shores, ON for the construction phase of the project;
- Exceptional project management skills with demonstrated problem solving skills;
- Proven ability to lead a team through effective communication and interaction skills;
- Demonstrated knowledge of technical, contractual, and construction documents;
- High proficiency of Microsoft Office applications and familiar with P6 (Primavera) project management software;
- 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
- 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.