MECHANICAL LEAD

Location: Temiskaming Shores, Ontario
Reference No: 2025-038
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 Mechanical Lead position at the Cobalt Refinery:

- Lead and direct mechanical trades and contractors through daily tasks as prioritized by the Maintenance Supervisor; these duties will be performed while still being hands-on in the field;
- Work in compliance with prescribed safety and environmental laws and regulations;
- Ensure all work is executed to the highest quality by mechanical trades;
- Sign necessary permits for executing the work, and review all timesheets;
- When requested, work with management on special projects ranging from learning additional programming skills on Distributive Control System for the plant, establishing maintenance systems such as work order, equipment history, weekly maintenance work plan, planned preventative and predictive maintenance inspections;
- Identify mechanical components needed for repairs and new scopes of work and providing the information to Maintenance Supervisor for sourcing critical spare parts;
- Troubleshooting electrical, mechanical and hydraulic equipment and accessing required work to assure accuracy in scope to facilitate efficient work planning;
- Perform inspections, maintenance and repairs of the facility's structure, equipment and grounds;
- Perform routine preventative maintenance work according to preventative maintenance and/or specification on assigned machinery and systems;

- Identify opportunities to reduce costs and/or improve plant efficiencies by suggesting modifications to management;
- Conduct daily rounds of readings and periodic or special inspections to determine necessary repair work;
- Delegation of tasks to team members for ensuring mechanical construction and installation projects are following the engineered construction drawings;
- 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

- Red Seal Industrial Maintenance Mechanic (Millwright) certification or equivalent recognized trade certification;
- Minimum 7 years of Industrial Millwright experience, including minimum 3 years in a lead, supervisory, or foreperson role;
- High school diploma, complimented by post-secondary education in Industrial Mechanical Millwright;
- Proven mechanical experience leading Millwright crews in equipment installation, maintenance, and repair in industrial environments;
- Millwrights with more than one ticket (i.e., welder or electrician) considered an asset;
- CWB Certificate is an asset;
- Ability to safely work at heights in accordance with applicable safety regulations and procedures;
- Strong understanding of mechanical and electrical components related to conventional mining equipment such as conveyors, pumps, crushers, grinding mills, screens, hydraulics and pneumatics;
- Ability to work independently and as part of a team;
- Innovative problem-solving skills and ability to take calculated risks to improve operating efficiencies applied to revenue generation and cost containment;
- Excellent written and oral communication skills including good written composition and presentation of ideas and concepts; and,
- High level of computer literacy in MS Office applications.

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.