



NASDAQ: ELBM
TSX.V: ELBM

OPERATOR TECHNICIAN

Location: Temiskaming Shores, Ontario

Reference No: 2026-045

Position Type: Full-time

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

Rate of Pay: Hourly wage range of \$26.00-\$36.00, 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 Operator Technician position at the Cobalt Refinery:

- Operate all processes and related equipment in adherence to safe operating procedures;
- Follows necessary job procedures and informs supervision of any deviation to plan
- Assist other operators and tradespeople and/or contractors on the worksite as directed;
- Monitor and analyze process data and take actions to optimize plant performance;
- Perform Lockout/Tag out of process equipment to a Zero Energy state;
- Complete operational inspections and housekeeping tasks in designated sections of the plant;
- Be expected to operate mobile equipment to standards after receipt of training and sign off on its operation;
- Monitor reagents dosage and inventory;
- Routine maintenance and cleaning of Refinery equipment (troubleshooting operational upsets and minor technical issues);
- Use power tools and machinery (e.g. forklifts, power drills) as required;
- Load, transport and unload tools, materials, and all other necessary items according to instructions;
- Follow instructions from supervisors to perform manual labour tasks;
- Assisting to identify hazards, defects and the need for adjustment or repair;
- Adhere to all company policies and procedures;
- Ensure that all safety issues are reported to the Supervisor and promptly remedied;
- Work collaboratively with other departments to ensure effective decision making;

- Promote a positive health, safety and environment culture and the Internal Responsibility System; and,
- Other duties as assigned by management.

QUALIFICATIONS

- High school diploma or equivalent required;
- College or post-secondary in technical study area is an asset;
- Past work experience in process plants is an asset;
- Minimum 2 years of experience preferred;
- Class 3 or 4 Stationary Engineer ticket is an asset;
- Aptitude testing maybe required;
- Ability to meet the physical demands of the job including standing for long periods of time, working at heights, lifting heavy loads of up to 50 pounds, excellent hand-eye-coordination skills, etc.; ability to complete a physical demand analysis;
- Ability to work at a consistent pace for extended period of time;
- Proven ability to work in a team environment demonstrating excellent communication skills;
- 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. 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.