



## Civil Engineer

**Project:** Stibnite Gold Project - Stibnite, Idaho, USA

**Work Location:** Boise Office, with option to work remotely

**Salary:** Competitive

**Employment Type:** Full-Time, Regular Employee

**Application Deadline:** Position open until filled.

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### About Perpetua Resources

Perpetua Resources is an Idaho-based company committed to responsible mining and environmental stewardship. Our mission is to restore the abandoned Stibnite Mining District while responsibly developing its rich resources of gold and antimony—an essential mineral for national defense and sustainable technologies.

#### Why Join Us?

- Environmental Restoration: Be part of a team dedicated to restoring ecosystems and improving water quality in historically impacted mining areas.
- Innovative Projects: Contribute to the Stibnite Gold Project, designed to responsibly develop critical mineral resources while rehabilitating the environment.
- Community Engagement: Work with a company that values transparent partnerships and actively invests in local communities.
- Professional Growth: Join a diverse team of scientists, engineers, and environmentalists committed to excellence and innovation.

At Perpetua Resources, we believe in balancing resource development with environmental care to create a sustainable future. Join us in making a lasting, positive impact on Idaho and beyond.

 [Learn more at www.perpetuaresources.com](http://www.perpetuaresources.com)

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## About The Position

The Civil Engineer is responsible for the planning, design, construction, and maintenance of civil infrastructure supporting surface and/or underground mining operations. This role ensures that earthworks, structural systems, water management, and site infrastructure are safe, compliant, and fit for purpose throughout the mine life cycle. The Civil Engineer works closely with operations, geotechnical, environmental, and safety teams to support production while managing risk, cost, and regulatory obligations.

## Essential Duties and Responsibilities

- Design and support civil infrastructure for mining operations, including roads, pads, foundations, earthworks, and drainage systems.
- Provide engineering support for tailings facilities, waste rock dumps, and stockpiles (as applicable).
- Develop and review civil design drawings, specifications, calculations, and construction packages.
- Support mine development, expansion, and closure projects from concept through execution.
- Oversee or support construction activities, ensuring work is performed to design, quality, and safety requirements.
- Conduct site inspections and assess the condition and performance of civil structures and earthworks.
- Support water management systems, including stormwater control, erosion protection, and sediment management.
- Coordinate with geotechnical, environmental, and hydrology specialists to manage ground and water-related risks.
- Participate in capital projects, contractor management, and construction sequencing planning.
- Provide technical input into cost estimates, schedules, and risk assessments
- Maintain accurate engineering documentation and records in accordance with site and regulatory requirements.
- Champion a strong safety culture and lead by example.
- Comply with applicable mining regulations (e.g., MSHA, OSHA, or local mining authorities).

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## Schedule & Logistics

The Civil Engineer will be based in Perpetua Resources' headquarters in Boise, Idaho, with the option to work remotely. Occasional travel will be required to other locations, including Stibnite and Donnelly.

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## Required Knowledge, Skills and Abilities

- Bachelor's degree in Civil Engineering or related engineering discipline.
- 8+ years experience in heavy industrial, mining, or large-scale earthworks environments.
- Strong understanding of civil engineering principles related to earthworks, foundations, drainage, and structures.
- Proficiency with civil design software (e.g., AutoCAD Civil 3D or similar).
- Ability to interpret drawings, specifications, and construction standards.
- Strong field presence and ability to work effectively in active mining environments.
- Solid problem-solving, communication, and organizational skills.

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## Preferred Qualifications

- Experience with surface or underground mining operations.
- Familiarity with tailings storage facilities, waste dumps, haul roads, and mine infrastructure.
- Understanding of geotechnical and hydrological concepts as applied to mining.
- Experience managing contractors and construction activities on site.
- Knowledge of mine permitting and environmental compliance requirements.
- Professional Engineer (PE) registration or progress toward licensure.

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## Physical Requirements

- Regular work in field, construction, and mine environments.
- Exposure to weather, uneven terrain, noise, and heavy equipment.
- Occasional extended hours during construction, shutdowns, or critical project phases.
- Use of required personal protective equipment (PPE).

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## What We Offer

At **Perpetua Resources**, we are committed to supporting our employees with a comprehensive benefits package that promotes well-being, financial security, and career growth. We believe in fostering a workplace where our team members thrive personally and professionally.

## What We Offer:

### **Health & Wellness**

- Comprehensive medical, dental, and vision insurance
- Health savings account (HSA) available with eligible health plan choice
- Employee assistance program (EAP) for mental health and well-being
- Company-paid Life Flight membership for employees/immediate family

### **Financial Security**

- Competitive salary
- Short-Term Incentive Plan (STIP) – Annual performance-based bonus program
- Long-Term Incentive Plan (LTIP) – Equity-based compensation for long-term success
- 401(k) retirement plan with company matching contributions
- Employee Assistance Program

### **Work-Life Balance**

- Paid time off (PTO) and company-recognized holidays
- Parental leave
- Flexible work arrangements (role-dependent)

### **Professional Growth**

- Career advancement opportunities within a growing company
- Industry conference attendance and networking opportunities
- Internal training programs and cross-functional learning

### **Additional Perks**

- Company-paid professional memberships (e.g., industry associations, networking groups)
- Travel assistance and reimbursement for work-related conferences or site visits
- Commitment to sustainability and community engagement

At **Perpetua Resources**, we take pride in creating a workplace where employees feel valued and empowered. If you're looking for a career that combines purpose, growth, and a strong team environment, we'd love to have you join us!

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## What we Require

- Candidates may be required to pass a medical exam.
- Candidates must pass all required training and/or testing.
- Employees may be required to work a non-standard schedule, which may include shift work (other than day shift) at a 24/7, 365-day operation.

- Perpetua Resources Idaho Inc. promotes a drug/alcohol-free work environment using mandatory pre-employment drug testing and on-going drug and alcohol testing, as allowed by applicable laws.

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## Ready to Join the Perpetua Resources Team?

If you're passionate about making a difference in one of the most environmentally driven mining projects in the country, we'd love to hear from you!

 To apply: Send resume and cover letter directly to [employment@perpetua.us](mailto:employment@perpetua.us)

Perpetua Resources is committed to equal employment opportunity. All qualified applicants will be considered without regard to race, color, sex, age, religion, national origin, disability, or any other characteristic protected by federal, state, or local law.