



Construction Manager

Project: Stibnite Gold Project - Stibnite, Idaho, USA

Salary: Competitive

Employment Type: Full Time, Regular Employee

Application Deadline: Position open until filled

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)

About The Position

The Construction Manager oversees the planning, execution, and completion of construction activities supporting Stibnite Gold Project. This role ensures all work is performed safely, efficiently, on schedule, within budget, and in compliance with regulatory and environmental requirements. The ideal candidate has deep experience in heavy industrial or mining construction environments and excels at coordinating contractors, engineering teams, and internal stakeholders.

Essential Duties and Responsibilities:

- Develop, implement, and maintain construction execution plans, schedules, and cost forecasts.
- Oversee daily construction activities to ensure alignment with engineering design, safety standards, and project objectives.
- Coordinate closely with Engineering, Procurement, and Operations teams throughout all project phases.
- Champion a safety-first culture and ensure contractor adherence to all site safety procedures, MSHA/OSHA regulations, and company policies.
- Conduct regular site inspections, hazard assessments, and safety audits.
- Ensure compliance with environmental permits, local regulations, and industry best practices.
- Manage and supervise contractors and subcontractors, ensuring quality workmanship and adherence to scope.
- Conduct bid evaluations, support contract negotiations, and monitor contractor performance.
- Mitigate risks, resolve field issues, and escalate concerns appropriately.
- Review and validate construction drawings, specifications, and technical documents.
- Ensure quality control processes are in place and all work meets engineering and industry standards.
- Coordinate commissioning activities and verify readiness for handover to Operations.
- Direct, manage, and lead project teams to meet project budget and schedule
- Track construction progress against schedule and budget; develop mitigation plans for variances.
- Provide accurate reporting on KPIs, forecasting, and project status updates.
- Approve progress claims, change orders, and invoices.
- Serve as the primary construction point of contact for internal teams, external partners, and regulatory bodies.
- Prepare detailed reports, dashboards, and presentations for project leadership.

Schedule & Logistics

The work location for the Construction Manager may be based at one of Perpetua's offices in Boise or Donnelly, Idaho. However, this position has flexibility to locate where the work needs to be performed, i.e., Donnelly, Boise, or remote work may be applicable for the correct individual. Travel will be required to Stibnite, Donnelly, Boise and contractor offices as related to job needs.

Required Knowledge, Skills and Abilities

- Excellent interpersonal, written, presentation and verbal communication skills.
 - Ability to prepare reports using Microsoft Applications; Excel, Word, Outlook, Power Point; familiarity with 3D modeling and GIS software.
 - Previous experience demonstrating effective management skills and involvement with multi-drill advanced stage mineral exploration programs.
 - Ability to successfully manage multiple tasks and projects simultaneously and ability to manage multi-disciplinary teams.
 - Ability to identify project risks and develop mitigation approaches and strategies.
 - Advance knowledge of EPA regulations, EIS and EA process and compliance.
 - Demonstrated ability to develop and maintain strong agency relationships.
 - Flexibility to work outside normal business hours as required.
 - Ability to successfully work to reach company goals in an environment requiring a wide degree of creativity and latitude.
 - Ability to mentor, listen, support and guide direct reports to achieve company goals and objectives.
 - Ability to work under deadlines and adapt quickly to changing business needs.
 - Ability and willingness to travel, be away from home, and work in remote exploration sites.
-

Minimum Qualifications

- Bachelor's degree in Construction Management, Engineering, or related field; equivalent experience considered.
 - 15 years of construction management experience in mining, heavy industrial, energy, or large infrastructure projects.
 - Strong understanding of earthworks, concrete, structural steel, mechanical/electrical systems, and industrial facilities.
 - Proven ability to manage contractors and large field execution teams.
 - Demonstrated knowledge of MSHA/OSHA safety standards.
 - Strong project management, problem-solving, and communication skills.
 - Proficiency in MS Office computer software applications such as Excel, Word, Outlook, and PowerPoint.
-

Physical & Environmental Requirements

- Sufficient personal mobility, flexibility, and balance with or without reasonable accommodation, which permits the employee to sit and work at a keyboard and/or to maneuver in uneven terrain.
 - Sufficient clarity of speech and hearing or other communication capabilities, with or without reasonable accommodation, which permits the employee to discern verbal instruction and communicate effectively in person on the phone and/or radio.
 - Sufficient ability to carry measuring devices with hands and movements requiring gripping, fingering, and hand, wrist and, arm movements.
 - Related job tasks may require walking, standing, sitting, lifting, stooping, squatting, kneeling, bending, crouching, pushing, grasping, reaching and, occasionally lifting or moving up to 50 pounds.
 - Specific vision abilities required by this job include close vision, distance vision, peripheral vision, depth perception and ability to adjust focus.
 - May be exposed to or occasionally work near moving mechanical parts, helicopters, ATV's, UTV's and other earth moving equipment.
 - Will be exposed to severe weather conditions (hot and cold) in steep mountainous terrain at high elevations requiring agility and physical fitness.
 - Generally, work in an office environment, but occasionally will travel and work in remote locations and Personnel Protective Equipment will be required.
-

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
- Pre-tax Flexible Spending Accounts (FSAs) for medical and dependent care expenses

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!

What we Require

- Candidates may be required to pass a medical exam.
 - Candidates must pass all required training and/or testing.
 - 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.
-

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

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.