



Director of Asset Management

Project: Stibnite Gold Project - Stibnite, Idaho, USA

Work Location: Boise Office, Remote, Site, and travel to EPCM Home Office (Toronto)

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](https://www.perpetuaresources.com)

About The Position

The Director of Asset Management is a senior leadership role responsible for maximizing the value, reliability, safety, and life-cycle performance of the company's mining assets (fixed and mobile). This role provides strategic oversight and governance of physical assets across the full asset life cycle—from exploration handover and project commissioning through operations, sustaining capital, and eventual closure or divestment.

The Director ensures that asset management practices align with corporate strategy, operational excellence, safety, environmental stewardship, and financial objectives. Acting as the enterprise authority on asset management, the role integrates engineering, maintenance, reliability, capital planning, and digital asset systems to drive long-term value creation while managing risk and cost. This position requires strong technical depth in mining and heavy industrial assets, combined with executive leadership, commercial acumen, and the ability to influence across operations, finance, projects, health & safety, and sustainability functions.

Essential Duties and Responsibilities

1. Asset Management Strategy & Governance

- Develop, implement, and continuously improve the company's enterprise asset management strategy, aligned with corporate objectives and long-range mine and processing plans.
 - Establish and maintain an asset management framework, including policies, standards, procedures, and performance metrics.
 - Provide executive oversight of asset stewardship, ensuring clarity of asset ownership, accountability, and decision rights across departments and functions.
 - Define asset performance standards and minimum technical requirements for critical mining, processing, infrastructure, and mobile equipment assets.
 - Chair or participate in company asset governance forums, including capital review boards, reliability reviews, and life-of-asset planning committees.
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2. Asset Life-Cycle Management

- Ensure effective asset life-cycle planning, including design for maintainability, reliability, safety, and environmental compliance.
 - Influence early-stage project and engineering decisions to optimize total cost of ownership and long-term operational performance, focused on operability, maintainability, constructability, and overall site availability.
 - Oversee asset commissioning, ramp-up, and handover processes to ensure operational readiness and performance assurance.
 - Lead strategies for asset refurbishment and rotables programs, replacement, life extension, and decommissioning.
 - Support mine closure and reclamation planning by ensuring asset retirement obligations are appropriately managed and funded.
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3. Reliability, Maintenance & Performance Optimization

- Provide leadership over reliability engineering and maintenance excellence programs across the operation.
 - Provide input and guidance during design and operations for materials of construction in highly corrosive and erosive conditions that focuses on safety, best practices, plant uptime, and durability.
 - Drive improvements in asset availability, utilization, and throughput through predictive, preventive, and condition-based maintenance strategies.
 - Establish criticality assessments, failure modes and effects analysis (FMEA), and risk-based maintenance methodologies.
 - Ensure consistent maintenance planning, scheduling, execution, and backlog management practices across sites.
 - Promote continuous improvement using data-driven root cause analysis, reliability-centered maintenance (RCM), and best-practice benchmarking.
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4. Capital Planning & Investment Optimization

- Lead the development of integrated sustaining and growth capital plans in collaboration with operations, projects, and finance teams.
 - Ensure capital investments are prioritized based on risk, value creation, asset criticality, and alignment with life-of-mine strategies.
 - Oversee asset-related business cases, including economic analysis, risk assessment, and execution readiness.
 - Monitor post-investment performance to ensure benefits realization and accountability.
 - Balance short-term operational needs with long-term asset health and strategic resilience.
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5. Digital Asset Management & Systems

- Provide strategic oversight of Enterprise Asset Management (EAM), Computerized Maintenance Management Systems (CMMS), and related digital platforms.
 - Drive the adoption of data analytics, automation, and digital twins to improve asset visibility, predictive maintenance, and decision-making.
 - Ensure data integrity, standardization, and governance for asset-related data across the enterprise.
 - Collaborate with IT and operations to implement scalable, secure, and future-ready asset technologies.
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6. Safety, Environmental & ESG Integration

- Ensure asset management practices fully support the company's health, safety, and environmental commitments.
- Embed safety-by-design principles into asset standards, maintenance practices, and modification processes.
- Support environmental compliance through effective management of tailings, water, energy, and emissions-related assets.

- Contribute to ESG and sustainability initiatives by improving energy efficiency, asset reliability, and lifecycle environmental performance.
 - Ensure regulatory compliance across jurisdictions related to asset integrity, inspections, and reporting.
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7. Leadership, Talent & Culture

- Lead and develop high-performing asset management, reliability, and engineering teams across the organization.
 - Build organizational capability through training, succession planning, and professional development.
 - Foster a culture of ownership, discipline, collaboration, and continuous improvement.
 - Act as a mentor and technical authority for senior engineers and asset professionals.
 - Influence site and corporate leadership teams to adopt consistent, value-driven asset management practices.
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8. Stakeholder Engagement & Communication

- Partner closely with Operations, Projects, Finance, Supply Chain, HSE, and Sustainability functions.
 - Provide clear, concise reporting to executive leadership and the Board on asset health, risks, and performance.
 - Engage with external stakeholders, including OEMs, engineering consultants, regulators, and joint venture partners.
 - Represent the company as an asset management leader within industry forums and professional networks.
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Key Performance Indicators (KPIs)

- Asset availability, utilization, and reliability metrics
 - Maintenance cost per unit and total cost of ownership
 - Capital efficiency and return on invested capital (ROIC)
 - Safety performance related to asset integrity
 - Compliance with asset management standards and audits
 - Reduction in unplanned downtime and critical failures
 - Accuracy and maturity of asset life-cycle plans
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Schedule & Logistics

The Director of Asset Management can be based in the Perpetua Resource's Headquarters in Boise, Idaho with the potential for remote work. Travel will be necessary to other locations, including Stibnite, Donnelly, Boise and EPCM Home Office (Toronto).

Required Knowledge, Skills and Abilities

Education

- Bachelor's degree in Engineering (Mechanical, Electrical, or related discipline) preferred and/or equivalent Project Management accreditation with mining or heavy industry experience
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Experience

- Minimum 15–20 years of experience in mining, heavy industry, or asset-intensive operations.
 - At least 10–15 years in senior leadership roles overseeing asset management, maintenance, reliability, or engineering.
 - Proven experience in managing and optimizing large site shutdown activities and tie-ins for capital expansion projects
 - Proven experience managing large, complex asset portfolios.
 - Demonstrated success in implementing enterprise asset management frameworks and driving performance improvement.
 - Experience with open-pit and/or underground mining operations and mineral processing facilities preferred.
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Technical Competencies

- Deep understanding of mining equipment, processing plants, infrastructure, and supporting utilities
 - Strong knowledge of maintenance strategies, reliability engineering, and asset life-cycle costing
 - Experience with reliability-centered maintenance, and risk-based asset management programs
 - Experience with EAM/CMMS platforms (e.g., SAP S/4HANA, Maximo, Pronto, or similar)
 - Strong financial and commercial acumen related to capital investment and cost optimization
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Leadership & Behavioral Competencies

- Strategic thinker with the ability to translate vision into executable plans
 - Credible technical authority with strong influencing skills
 - Results-oriented, disciplined, and data-driven decision-maker
 - Excellent communication skills across operational, executive, and board levels
 - High ethical standards and strong commitment to safety and sustainability
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Physical & Environmental Requirements

- Main office based in Boise, Idaho, with remote work, regular travel to EPCM office and mine site once construction activities start and during operations (domestic and international as required).
 - Exposure to operating mine environments during site visits.
 - May be required to support operational or project-critical activities outside standard business hours.
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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
- 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.
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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

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.