



Director of Mineral Resources and Mineral Reserves

Project: Stibnite Gold Project - Stibnite, Idaho, USA

Work Location: Boise Office, Remote, Site, and travel as required

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 Mineral Resources and Mineral Reserves is accountable for the integrity, governance, and strategic stewardship of the Company's mineral resource and mineral reserve statements across all operated and non-operated assets.

This role provides executive-level assurance that mineral resources and reserves are estimated, classified, reported, and maintained in accordance with applicable reporting codes, internal standards, and regulatory requirements, and that they underpin Perpetua Resources' strategic, operational, and capital decisions with a high degree of technical rigor and transparency.

The position acts as the Company's ultimate technical authority on mineral resource and mineral reserve matters, supporting the Executive Leadership Team, Board, and external stakeholders with credible, defensible, and auditable resource and reserve disclosures.

Essential Duties and Responsibilities

1. Governance of Mineral Resources and Mineral Reserves

- Establish, own, and maintain the Company's Mineral Resource and Mineral Reserve governance framework, policies, standards, and procedures.
 - Ensure full compliance with applicable reporting codes (e.g., JORC, NI 43-101, SK1300, SAMREC, PERC), stock exchange requirements, and regulatory obligations.
 - Act as custodian of the Company's group-wide resource and reserve definitions, assumptions, methodologies, and classification criteria.
 - Lead the annual Mineral Resource and Mineral Reserve reporting cycle, including timelines, assurance activities, approvals, and disclosures.
 - Ensure transparent documentation, traceability, and auditability of all resource and reserve estimates.
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2. Technical Authority and Assurance

- Provide independent technical oversight and challenge of resource and reserve estimates prepared at site.
 - Lead internal technical review and assurance processes, including peer reviews, gate reviews, and material risk assessments.
 - Oversee the engagement and performance of external Competent Persons / Qualified Persons and independent reviewers where required.
 - Identify, quantify, and communicate material risks and uncertainties associated with resource and reserve estimates.
 - Ensure consistency between geological models, mine plans, modifying factors, and declared reserves.
 - Prepare and approve QA/QC policies as they pertain to resource and reserve work.
 - Selection and oversight of external auditors, as it pertains to resources and reserves.
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3. Strategic Integration and Value Optimization

- Ensure mineral resources and reserves are fit-for-purpose to support:
 - Life-of-mine planning
 - Capital investment decisions
 - Organic growth and exploration strategy
 - Mergers, acquisitions, and divestments
 - Partner with corporate strategy, exploration, technical services, and operations teams to optimize conversion of resources to reserves.
 - Provide resource and reserve input into scenario analysis, and long-term value planning.
 - Support the identification and prioritization of resource growth and reserve replacement opportunities across the site.
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4. Board, Executive, and External Reporting

- Prepare and present clear, defensible summaries of mineral resource and reserve statements to:
 - Executive Leadership Team
 - Board of Directors and relevant Board committees
 - Support external disclosures including:
 - Annual Reports
 - Sustainability and ESG disclosures (where relevant)
 - Market announcements and technical disclosures
 - Act as a key technical advisor during due diligence processes for transactions and strategic initiatives.
 - Engage with external auditors, regulators, and analysts on resource and reserve matters as required.
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5. Leadership of Corporate Resource & Reserve Capability

- Lead and develop the corporate Mineral Resources & Reserves function, including specialist geologists, engineers, and analysts.
 - Managing the resource geologist/engineering lead.
 - Set capability standards and expectations for site-based resource and reserve teams.
 - Build a strong technical community across the organization through:
 - Mentoring and coaching
 - Competency frameworks
 - Knowledge sharing and best practice forums
 - Ensure succession planning for key technical roles and Competent Person coverage.
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6. Standards, Systems, and Continuous Improvement

- Define and maintain company standards for:
 - Geological modeling
 - Resource estimation
 - Cut-off determination
 - Modifying factors and reserve conversion
 - Oversee the selection, implementation, and governance of geological and mine planning software systems.
 - Drive continuous improvement through:
 - Benchmarking against industry best practices
 - Adoption of new methodologies and technologies
 - Lessons learned from internal and external reviews
 - Ensure alignment between resource and reserve practices and broader digital, data, and analytics strategies.
 - and analytics strategies.
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Key Relationships

Internal

- Director Mining
- Director Exploration and Land
- Chief Financial Officer
- Site General Manager (as well as Mine Manager and Technical Services Superintendent)
- Corporate Strategy and Business Development teams
- VP Investor Relations
- Legal, Risk, and Compliance functions

External

- Independent Competent Persons / Qualified Persons
 - External auditors and technical consultants
 - Regulators
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Decision-Making Authority

- Approve or recommend approval of Company Mineral Resource and Mineral Reserve statements.
 - Endorse Competent Person appointments for resource and reserve reporting.
 - Set minimum technical standards and assurance requirements.
 - Escalate material risks or non-compliances to Executive and Board level.
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Schedule & Logistics

The Director of Mineral Resources and Mineral Reserves 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

Essential

- Bachelor of Science degree in Mining Engineering, Geology, or related discipline.
- Eligibility to act as a Competent Person / Qualified Person under at least one internationally recognized reporting code.
- Minimum 15–20 years' experience in mineral resources and/or mineral reserves roles within the mining industry.
- Proven track record in corporate-level governance, assurance, and reporting.

Desirable

- Qualifications in geostatistics, mining engineering, or resource economics.
 - Experience supporting public company disclosures and Board-level reporting.
 - Exposure to technical due diligence and asset transactions.
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Competencies and Attributes

- High level of technical credibility and professional integrity.
 - Strong strategic thinking with the ability to connect technical detail to business value.
 - Confident communicator with the ability to present complex technical information clearly to non-technical audiences.
 - Independent, objective, and willing to challenge assumptions constructively.
 - Collaborative leadership style with the ability to influence across organizational boundaries.
 - Strong risk awareness and commitment to transparency and compliance.
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Health, Safety, and Values

- Demonstrates visible commitment to the Company's health, safety, and environmental standards.
 - Acts in accordance with Company values, ethical standards, and code of conduct.
 - Promotes a culture of accountability, professionalism, and continuous improvement.
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Physical & Environmental Requirements

- Main office based in Boise, ID, 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.