



Director of Mining

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 Mining is responsible for the strategic, operational, technical, and financial leadership of all mining activities across the company's portfolio. This role provides overarching direction for mine planning, production, reconciliation, safety, cost control, sustainability, reporting and regulatory compliance while ensuring alignment with the company's long-term business objectives. The role would also work closely with the Director Resources and Reserves in establishing the overall site model. The Director of Mining will lead multi-disciplinary teams across operations, engineering, geology, health and safety, environmental functions and actively communicate and coordinate with other departments. The role requires a proven mining professional with deep technical expertise, strong commercial acumen, and the leadership capability to drive operational excellence, continuous improvement, and value creation across both operating and development assets.

Essential Duties and Responsibilities

Key Objectives of the Role

- Deliver safe, efficient, and profitable mining operations
 - Maximize asset value through optimized mine planning and execution
 - Build a strong safety-first culture with the team
 - Ensure compliance with all regulatory, environmental, and social obligations
 - Support growth initiatives, including expansions, feasibility studies, and new project development
 - Develop and mentor high-performing operational leadership teams
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Primary Responsibilities

1. Strategic Leadership & Business Alignment

- Develop and implement the company's mining strategy in alignment with corporate goals, production targets, and financial plans.
 - Contribute to corporate strategic planning, establishing the mineral resources and mineral reserves plan, capital allocation, and long-range forecasting processes.
 - Provide expert input into mergers, acquisitions, divestitures, joint ventures, and project evaluations.
 - Partner with executive leadership to balance operational performance with growth and sustainability objectives.
 - Represent the mining function at board meetings, executive reviews, and external stakeholder engagements as required.
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2. Operational Oversight & Performance Management

- Provide executive oversight of all mining operations, including open pit and/or underground mines, processing interfaces, and contractor activities.
- Ensure achievement of production, cost, recovery, and schedule targets across all sites.

- Establish and monitor key performance indicators (KPIs) related to safety, productivity, equipment utilization, dilution, recovery, and cost per ton.
 - Drive consistency and best practices across the operation
 - Oversee mine start-ups, ramp-ups, expansions, operational readiness and transitions.
 - Ensure efficient corrective measures are instituted should internal and/or external audits of mining operations indicate issues.
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3. Safety, Health & Environmental Stewardship

- Champion a **zero-harm culture**, ensuring safety is embedded into every aspect of mining operations.
 - Ensure compliance with all occupational health and safety laws, mining regulations, and industry standards.
 - Oversee implementation of safety management systems, risk assessments, and critical control programs.
 - Provide leadership in environmental management, water management, and land rehabilitation.
 - Promote responsible mining practices and alignment with ESG commitments and community expectations.
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4. Technical Excellence & Mine Planning

- Provide oversight and guidance on mine design, scheduling, sequencing, and optimization.
 - Provide guidance on mining equipment replacement plans and capital.
 - Ensure geological, geotechnical, and mine planning assumptions are robust, validated, and continuously updated.
 - Review and approve life-of-mine plans, annual budgets, and rolling forecasts.
 - Ensure appropriate application of mining methods, equipment selection, and technological solutions.
 - Support feasibility studies, scoping studies, and technical due diligence for new projects.
 - Provide appropriate oversight and review of technical risks to ongoing and future operations.
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5. Financial & Cost Management

- Contribute and develop the annual mine operating and capital budget, forecasting, and life-of-mine planning from a mining perspective
 - Ensure disciplined cost control while maintaining safety, quality, and productivity.
 - Identify and deliver continuous improvement initiatives that enhance margins and operational efficiency.
 - Evaluate trade-offs between operating cost, capital investment, and long-term value creation.
 - Collaborate closely with finance, procurement, and supply chain teams to optimize contracts and vendor performance.
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6. Leadership, Talent & Culture

- Lead, mentor, and develop mine managers, superintendents, and technical leaders.
 - Define organizational structures, roles, and competency requirements for mine operations.
 - Support recruitment, onboarding, performance management, and succession planning.
 - Foster a culture of collaboration, accountability, technical excellence, and continuous improvement.
 - Promote knowledge sharing and standardization across sites and projects.
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7. Stakeholder & External Relations

- Maintain strong relationships with regulators, inspectors, community leaders, and industry bodies.
 - Support community engagement initiatives in partnership with sustainability and external affairs teams.
 - Act as a senior technical representative with joint venture partners, contractors, and suppliers.
 - Ensure transparent communication regarding operational risks, incidents, and performance outcomes.
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8. Reporting

- Supervise and prepare timely and accurate reports to management and stakeholders as required.
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Schedule & Logistics

The Director of Mining will 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 and EPCM Home Office (Toronto).

Required Knowledge, Skills and Abilities

Education

- Bachelor's degree in Mining Engineering or related discipline (required)
 - Professional Engineer (PE / P.Eng ., or equivalent) registration is highly desirable
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Experience

- Minimum 15–20 years of progressive experience in mining operations, engineering, or technical leadership roles.

- Demonstrated experience leading large-scale mining operations (open pit and/or underground). Both are preferred.
 - Proven track record in senior leadership roles (e.g., Mine Manager, General Manager, Head of Mining, or similar).
 - Experience across multiple stages of the mining lifecycle, including development, operations, and closure.
 - Strong exposure to capital projects, expansions, and major operational improvement initiatives.
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Technical & Professional Competencies

- Deep understanding of mining methods, mine planning, and production optimization.
 - Strong knowledge of health, safety, and environmental regulations in mining jurisdictions.
 - Financial literacy with the ability to interpret budgets, forecasts, and economic models.
 - Experience implementing operational excellence frameworks and continuous improvement programs.
 - Familiarity with modern mining technologies, automation, and digital systems.
 - Ability to assess and manage technical and operational risk.
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Leadership & Personal Attributes

- Strategic thinker with strong business acumen.
 - Decisive, results-oriented leader with the ability to manage risk and complexity.
 - Excellent communication and presentation skills, capable of engaging technical and non-technical audiences.
 - Credible leader with the ability to influence at all levels of the organization.
 - Collaborative leadership style with the ability to influence across functions.
 - Excellent communication and stakeholder management skills.
 - High ethical standards and commitment to responsible mining.
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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.
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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.