



Environmental Scientist II (POC & Cyanide)

Location: Stibnite Gold Project - Stibnite, Idaho, USA

Salary: Competitive

Employment Type: Full-Time

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

Under general supervision, and reporting to the Senior Environmental Scientist (Water Programs) or the Environmental Superintendent, the Environmental Scientist II performs critical Groundwater Point of Compliance (POC) and Cyanidation Permit Management functions including, but not

limited to; performing field inspections, ensuring compliance with and preparing regulatory reports for the Stibnite Gold Project POC Permit and oversight and reporting of the project cyanidation monitoring program and assisting construction and operations staff in their recordkeeping and reporting. Assists and coordinates with multiple environmental technicians supporting inspections and project construction teams and internal water monitoring/treatment staff.

Essential Duties and Responsibilities

- ❑ Manages the Stibnite Gold Project POC permit with the Idaho Department of Environmental Quality;
- ❑ Manages the Stibnite Gold Project Cyanidation Permit, including plan updates and inspections in coordination with Perpetua owners team and construction partners
- ❑ Oversees and monitors the maintenance of documentation to ensure accurate and timely recordkeeping for regulatory information and reporting.
- ❑ Collaboratively work with multidisciplinary project team, daily interaction with contractors and subcontractors.
- ❑ Installs, operates, and maintains environmental and emission monitoring instruments and testing equipment; analyzes data for compliance with regulatory requirements
- ❑ Evaluates and assesses environmental risk and develops programs for risk reduction
- ❑ Collaborates in recommending appropriate action to management in compliance with regulations
- ❑ Reviews and/or prepares and maintains detailed records and files of environmental data and communications
- ❑ Evaluates and administers contracts with vendors for the provision of services and equipment
- ❑ Ensures work is performed following established procedures and standards;
- ❑ Oversees and inspects the work of employees and contractors to ensure Best Management Practices (BMP) and control measures are met, materials used meet specifications, and appropriate testing requirements.
- ❑ Maintains knowledge of site environmental policies and procedures
- ❑ May provide leadership to less experienced Engineers and Technicians
- ❑ May serve as Project Manager or technical expert on small to medium-sized environmental projects (e.g., compliance, remediation, or reclamation)
- ❑ Leads or participates in regular audits and inspections of operations areas for purposes of ensuring compliance with site environmental policies, procedures and requirements of the Environmental Management System
- ❑ Other tasks include scientist/engineer related work, as appropriate by applicant's background and discipline, such as NPDES, CERCLA, RCRA, Environmental, Hydrological and Geotechnical related work.
- ❑ Performs other duties as appropriate or necessary for performance of the job.

Schedule & Logistics

The Environmental Scientist will be based at Perpetua's project site in Stibnite, Idaho. However, this position has flexibility to locate where the work needs to be performed, i.e., Donnelly, Stibnite or other Perpetua locations. The employee is required to provide his/her own transportation to the

Donnelly office. Transportation from the Donnelly office to site or other work locations will be provided by Perpetua. It is noted that the company is transitioning from the exploration/permitting phase of the project to construction/operations and that will necessitate additional time spent at the project site and an adjustment to a nonstandard schedule such as an 8 days on and 6 days off schedule but is subject to change as required by company needs.

Required Knowledge, Skills and Abilities

- ☐ Knowledgeable in maintaining erosion controls for disturbed land at large construction projects or mine sites.
- ☐ Excellent interpersonal, written, presentation and verbal communication skills
- ☐ Ability to prepare reports using Microsoft Applications; Excel, Word, Outlook, Power Point
- ☐ 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
- ☐ Contributes to management of department budget in regard to stormwater related expenses
- ☐ Ability to assist Environmental department with tasks as needed; including emergency spill response and management of hazardous waste.
- ☐ Ability to live and work in a remote camp situation, and to treat co-workers with respect, dignity, and professional courtesy.

Minimum Qualifications

- ☐ B.S. in Environmental Science, Environmental Policy, Environmental Management, Geology, Engineering, or related field plus a minimum 3 years of demonstrated experience supporting heavy construction/mining stormwater programs and experience with infrastructure repair, piping, conveyance and detention/retention basins.
- ☐ Ability to plan, assign and supervise specific work groups.
- ☐ Thorough understanding of OSHA Construction safety practices and comfortable with MSHA safety standards
- ☐ Valid driver's license, a clean driving record and acceptance by Corporate insurance to operate company vehicles
- ☐ Proficiency in MS Office computer software applications such as Excel, Word, Outlook, and PowerPoint
- ☐ Ability and willingness to travel, be away from home, and work in a remote project site
- ☐ Must pass drug test, background check and must have a satisfactory driving record in accordance with the Company's driving (MVR) policy
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Physical & Environmental Requirements

- ☐ Sufficient personal mobility, flexibility and balance with or without reasonable accommodation, allowing 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
- ☐ Specific vision abilities required by this job include close vision, distance vision, peripheral vision, depth perception and ability to adjust focus
- ☐ Related job tasks will require hiking, hiking with snowshoes, walking, standing, sitting, lifting, stooping, squatting, kneeling, bending, crouching, pushing, pulling, grasping, reaching and long hours on foot and lifting/moving up to 50 pounds
- ☐ Will be exposed to or occasionally work near moving mechanical parts, helicopters, ATV's, UTV's and other large earth moving equipment
- ☐ Must be comfortable working in remote areas. Will be exposed to severe weather conditions (hot and cold) in steep mountainous terrain and high elevations requiring agility and physical fitness
- ☐ Wear Personal Protective Equipment including hard hat, hearing protection, safety glasses, safety footwear (steel-toe boots), hi-viz safety vest, protective clothing, gloves, etc.

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!

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.

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.