



Perpetua Resources Corp.
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Job Title: Environmental Superintendent & CERCLA Project Coordinator
Reports to: Environmental Manager
Classification: Full-Time Regular Employee
FSLA Designation: Exempt

Class Summary:

The Environmental Superintendent & CERCLA Project Coordinator is expected to provide oversight support of environmental media staff specialists who will oversee the day-to-day direction of applicable permit(s) compliance at Stibnite, Cascade and Scott Valley facilities as well as provides direct management to the Stibnite Gold Project (SGP) Administrative Settlement Agreement and Order on Consent (ASAOC) for removal actions. The Environmental Superintendent & CERCLA Project Coordinator is responsible for, and required to meet, ASAOC program requirements in accordance with applicable Federal and State regulations and also to act to support the Environmental Manager.

This position is responsible for coordinating with the other managers and executives within the Perpetua Resources (Perpetua or Company) team and to provide the field support and resources to oversee the performance of the duties and functions necessary to meet the goals of the various teams in a safe and environmentally compliant manner. The job-related functions include, but are not limited to, managing the technical and administrative aspects of large environmental investigation and Time and Non-Time Critical Removal Action (TCRA/NTCRA) projects, predominately at Stibnite, Idaho, oversee other environmental media specialists' staff and activities detailed below.

Key responsibilities include, but are not limited to:

- Direct management of CERCLA projects including remedial investigations, feasibility studies, proposed plans, record of decisions, remedial designs, remedial actions, operations and maintenance, and long-term monitoring or RCRA-equivalent phases of environmental restoration projects;
- Provide oversight management of the environmental media staff specialists who will oversee the day-to-day direction of applicable permits, including, but not limited to, Storm Water Pollution Prevention Plan (SWPPP) and Best Management Practices (BMP) inspections, Spill Prevention Controls and Countermeasures (SPCC), Point of Compliance (POC) Groundwater Program, Cyanidation Program, Air permit, and Waste Management;
- Provide oversight and tracking of environmental document inventories and administrative records;
- Prepare and provide briefings, correspondence, and reports to regulatory agencies, contractors, and other groups; and



- Prepare and manage CERCLA project budgets and assist in the preparation of and oversight of the larger departmental budget.

Essential Duties and Responsibilities:

- Oversee execution of ASAOC;
- Direct, manage, and lead environmental team to meet project budget and schedule;
- Provide support to Environmental Manager in determining staffing requirements for permit coverage areas and participate in hiring personnel when requested;
- Support Environmental Manager to ensure that staff is qualified and trained in their duties;
- Foster collaborative working relationships and promote learning and development that aligns with Company's goals and objectives;
- Directly oversee and coordinate development and execution of TCRA's and NTCRA's;
- Ensure that Perpetua's operations are conducted in compliance with corporate, local, Federal and State environmental regulations and guidelines;
- Work with direct reports to solicit bids and negotiate contracts for drilling, logistics, environmental work and other relevant functions necessary for ensuring site compliance;
- Consolidate monthly reports from direct reports and submit to the Environmental Manager;
- Assume a leadership role to foster a positive work environment which is fair and equitable for both the employee and company;
- Develop, mentor and motivate team members to work together for increased proficiency in their work, and discipline as needed;
- Provide oversight for development of management systems and procedures needed to run an efficient field operation including site safety and health plan, BMP and management systems; and
- Represent Perpetua Resources at regulatory, legislative, and permit development meetings as directed by supervisors and maintain excellent working relations with all regulatory agencies and their staff.

Logistics:

The Environmental Superintendent and CERCLA Project Coordinator will be based at Perpetua's office in Boise and/or Donnelly, Idaho. However, this position has flexibility to locate where the work needs to be performed, e.g., Donnelly, Stibnite or other Perpetua locations. The employee is required to provide his/her own transportation to the Boise office. Transportation from the Boise office to site or other work locations will be provided by Perpetua. Regular scheduled work hours will be approximately forty (40) hours per week (roughly from 8:00 am - 5:00 pm), five (5) days/week on and two (2) days off but is subject to change as required by Company needs. It is noted that the Company is transitioning from the exploration/permitting phase of the Project to construction/operations and that may necessitate additional time spent at the Project site and an adjustment to schedule like an 8 and 6 schedule.

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, Environmental Impact Statement and Environmental Assessment 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; and
- Ability and willingness to travel, be away from home, and work in remote exploration sites.

Minimum Qualifications

- B.S. in Engineering or Geology plus 5 to 7 years of demonstrated experience supporting environmental needs in coordination with federal government agencies;
- Knowledge of screening values and the risk assessment process;
- Understanding of the CERCLA and RCRA processes and requirements for reclamation and restoration of sites.
- Demonstrates the ability to lead, influence and be a self-starter and shows a progressive increase in financial, and supervisory authority;
- Previous leadership roles in a governmental agency or corporate environment;
- Demonstrated success as a Project Manager in delivering projects safely and in a quality manner;
- Extensive knowledge of environmental services and any related liability issues;
- Experience with remedial technologies and approaches that can attain performance objectives within the required timeframes;
- Ability to plan, assign and supervise specific work groups;
- Ability to build coalitions with government officials, professionals, and other organizations at various levels of authority and influence;
- Valid Idaho driver's license, a clean driving record and acceptance by corporate insurance to operate company vehicles; and
- Proficiency in MS Office computer software applications such as Excel, Word, Outlook, and PowerPoint.

Physical 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 snow shoes, walking, standing, sitting, lifting, stooping, squatting, kneeling, bending, crouching, pushing, pulling, grasping, reaching and long hours on foot and lifting/moving up to 30 pounds;
- Will be exposed to or occasionally work near moving mechanical parts, helicopters, ATV's, UTV's and other 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; and
- Wear Personal Protective Equipment (PPE) including hard hat, hearing protection, safety glasses, safety footwear (steel-toe boots), high visibility safety vest, protective clothing, gloves, and other similar PPE.