



## Equipment Operator and Maintenance Technician

**Location:** Stibnite Gold Project - Stibnite, Idaho, USA

**Salary:** Competitive

**Employment Type:** Full-Time, hourly

**Application Deadline:** Position open until filled.

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### 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)

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## About The Position

The Equipment Operator/Maintenance Technician's primary function is to operate/maintain heavy equipment and maintain the infrastructure/grounds owned by Perpetua Resources Idaho Inc. in support of activities at the Stibnite Gold Project.

### Essential Duties and Responsibilities

- Operating various types of construction equipment including front end loader, backhoe, excavator, bulldozer, and light trucks
- Perform preventative and general maintenance on equipment, vehicles, grounds, and structures.
- Perform a variety of labor- intensive tasks that include operation of various hand/power tools.
- Assist in all aspects of drill/ construction site preparation, remediation, erosion control and pad building.
- Support maintenance, drilling, and construction operations at The Stibnite Gold Project with safety, environmental compliance as the highest factors
- Clean and maintain shop facilities and equipment and perform work area inspections.
- Building and reclamation of drill pad sites
- Assist with environmental studies, restoration efforts, general maintenance, and snow removal.
- Perform ground maintenance including digging, mowing, chopping, shoveling, snow blowing, lawn mowing, grass trimming and other grounds duties.
- Perform light mechanical repairs on equipment, heavy equipment, and vehicles.
- Provide drinking water and WWTP operation support, including filter changes, inspections, equipment servicing, inventory control and repairs under the direction of a licensed operator.
- Maintain written records of all maintenance functions and activities.
- Perform tasks that uphold the physical integrity of the camp and office structures.
- provide support for onsite contractors.
- Uphold safety and environmental protocols at all times.
- Participate in Tailgate/Safety Meetings with site staff and contractors.
- Perform safety inspections at the direction of the Safety and Camp Superintendent
- Perform other duties as assigned.

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## Schedule & Logistics

The Operations Equipment Operator and Maintenance Technician position will be based at Perpetua Resources' Stibnite Gold Project in Idaho located approximately 3 1/2 hours from Donnelly. The initial work schedule will be twelve days on and nine days off; however, this is

subject to change and will vary depending on the number of days in the month to ensure employee works the correct number of required days each month. The employee will provide their own transportation to Perpetua's Donnelly Office. Transportation from the Donnelly office to the project site will be provided by the company. Regularly scheduled work hours will be approximately 7:00 am – 6:00 pm. Lodging and per diem for meals will be provided while working at the project site.

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## Required Knowledge, Skills and Abilities

- Ability to communicate effectively both orally and in writing.
  - Ability to live and work in a remote camp situation, and to treat co-workers with respect, dignity, and professional courtesy.
  - Ability to enter data into a spreadsheet via computer.
  - Ability to operate and troubleshoot mechanical equipment related to carpentry, snow removal, heating, and plumbing.
  - Ability to operate heavy equipment such as excavator, backhoe, forklift, front end loader and snowplow truck.
  - Ability to read and interpret documents such as maintenance and equipment manuals, safety information and repair instructions.
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## Minimum Qualifications

- High School Graduate or GED
  - Pass pre-employment screening.
  - Proficiency in MS Office computer software applications such as Excel, Word, Outlook, and PowerPoint
  - Valid Idaho driver's license, a clean driving record and acceptance by corporate insurance to operate company vehicles.
  - two (2) year's experience involving the use of heavy equipment.
  - Working knowledge of the hazards and safety precautions common to heavy equipment operations
  - Prefer one year experience working in remote field site.
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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.
  - Sufficient ability to carry measuring devices with hands and movements requiring gripping, fingering, and hand, wrist, and arm movements.
  - Sufficient ability to operate ATV, UTV and snowmobile.
  - 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 60 pounds and 100 pounds occasionally with assistance.
  - Will be exposed to earth moving equipment, mechanical parts, UTVs, ATVs and helicopters.
  - 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 (safety-toed boots), hi-viz safety clothing, protective clothing, gloves, and other items as required
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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

#### 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!

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### 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.
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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](mailto: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.