



## Government Contracts & Strategic Projects Manager

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

**Salary:** Competitive

**Employment Type:** Full-Time Employee

**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](https://www.perpetuaresources.com)

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## About The Position

We are seeking a seasoned Program & Compliance Manager to lead complex defense program execution, manage federal and state compliance, and drive critical minerals initiatives and relationships with the Industrial Base. This role serves as the primary point of contact with multiple third party technical and government partners as well as potential downstream users, to ensure delivery excellence, reporting accuracy, and stakeholder alignment. The ideal candidate blends program management rigor, government contracting competence, and supply-chain risk acumen in critical minerals.

## Essential Duties and Responsibilities

### Program Management

- Serve as POC with Idaho National Lab, South Dakota partners, and Hazen for DOTC program activities.
- Act as POC with the U.S. Army and ATI (or equivalent consortium administrator).
- Own program reporting deliverables (Army/ATI) including schedule, performance metrics, risk logs, and contract compliance.
- Manage program budget, invoices, funding profiles, and variance analysis; support audits as needed.
- Lead strategic planning, roadmap development, and next steps recommendations tied to program milestones.

### DOW Compliance

- Manage all Department of War reporting and ongoing compliance obligations.
- Own all Department of War requirements, submissions, attestations, and timely reporting.
- Coordinate security clearance discussions and documentation with internal/security leads and external agencies.
- Oversee Department of War security controls and internal compliance requirements; maintain audit-readiness.

### EXIM Compliance

- Provide EXIM Bank reporting support, including loan covenants, progress updates, and any compliance documentation required by export financing arrangements.

### Critical Minerals (Antimony & Tungsten)

- Lead Antimony RFP support, including proposal development, compliance matrices, pricing inputs, and partner coordination.
- Manage Antimony partner collaboration and performance tracking, drive meetings, actions, and deliverables.
- Conduct/coordinate Tungsten study and report (market intel, supply risk, technical applicability, and cost modeling).

- Support Tungsten-related DOW engagements, requirements mapping, and reporting deliverables.
- Represent the company in DOW settings—build relationships and deliver external presentations.
- Manage and represent PRI relationships with Defense organizations (Cornerstone/DOTC/ATI), ensuring alignment and consistent messaging.

#### Supply Chain Support

- Support Supply Chain leadership on critical minerals sourcing, availability, tariffs, and logistics constraints.
- Lead tariff/supplies risk assessment, tracking, and management, recommending mitigation strategies (dual sourcing, inventory buffers, contractual terms).

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### **Required Knowledge, Skills and Abilities**

- Ability to communicate effectively both orally and in writing and in front of an audience.
- Ability to easily meet new people and engage in conversation.
- Ability to work independently toward identified goals and collaboratively with a team.
- Excellent organizational skills.
- Ability to be enthusiastic and possess a strong positive attitude.

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### **Minimum Qualifications**

- 7–10+ years of experience in program management, government contracting, defense/industrial programs, or compliance-heavy roles.
- Demonstrated success delivering DOTC or similar consortia programs, with strong stakeholder engagement (Army, consortium administrators, labs).
- Experience with DPA, DOW/OSC, and EXIM reporting/compliance frameworks.
- Familiarity with critical minerals (Antimony, Tungsten) supply chains, market dynamics, and industrial applications a strong plus.
- Financial acumen: budgets, invoicing, cost controls, and audit support.
- Excellent communication skills; confident presenting to external stakeholders and government audiences.
- Strong analytical/problem-solving skills and ability to synthesize technical, regulatory, and business considerations.

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### **Physical & Environmental Requirements**

- Sufficient personal mobility, flexibility, and balance with or without reasonable accommodation, which permits 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, that permits the employee to discern verbal instruction and communicate effectively in person on the phone and/or radio.
  - Sufficient ability to carry objects with hands and movements requiring gripping, fingering, and hand, wrist and arm movements.
  - Related job tasks may require walking, standing, sitting, lifting, stooping, squatting, kneeling, bending, crouching, pushing, grasping, and reaching. The position requires lifting or moving up to 20 pounds occasionally.
  - Specific vision abilities required by this job include close vision, distance vision, peripheral vision, depth perception and ability to adjust focus.
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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.