



Mine Manager

Project: Stibnite Gold Project - Stibnite, Idaho, USA

Work Location: Hybrid initially; transitioning to full on-site based, Stibnite, Idaho

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](http://www.perpetuaresources.com)

About The Position

The Mine Manager is the technically accountable leader for all mining activities at the operation. The role is responsible for the safe, compliant, and economically optimized extraction of ore in accordance with approved mine designs, statutory obligations, and life-of-mine plans. The Mine Manager has ultimate accountability for mining systems, ground control, operational risk management, and production performance.

The Mine Manager ensures that mining activities are engineered, executed, and monitored to industry best practice standards, while balancing safety, productivity, cost efficiency, and asset integrity.

This role is hybrid with occasional travel until the Mine Site is operational, and then it will primarily be at the Mine Site.

Essential Duties and Responsibilities

Statutory and Legal Accountability

- Maintain full compliance with:
 - Mining Laws and Regulations
 - Health and Safety legislation
 - Environmental and permitting conditions
- Ensure all statutory management plans are developed, implemented, reviewed, and audited, including:
 - Mine Safety Management Plan
 - Ground Control Management Plan
 - Principal Hazard Management Plans
 - Emergency Response Plan
- Ensure statutory notices, reports, and submissions are completed accurately and within required timeframes.
- Lead regulatory inspections, investigations, and formal audits.

Mine Planning and Design

- Maintain full compliance with:
 - Mining Laws and Regulations
 - Health and Safety legislation
 - Environmental and permitting conditions
- Ensure all statutory management plans are developed, implemented, reviewed, and audited, including:
 - Mine Safety Management Plan

- Ground Control Management Plan
 - Principal Hazard Management Plans
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Geotechnical and Ground Control

- Ensure geotechnical designs and controls are implemented in accordance with site standards and external reviews.
- **Oversee:**
 - Slope stability management (open pit)
 - Ground support and excavation stability (underground)
- Review geotechnical monitoring data (prisms, radar, extensometers, seismic data).
- Ensure Trigger Action Response Plans (TARPs) are in place and actively managed.
- Participate in and lead geotechnical risk reviews and design reconciliations.
- Ensure appropriate interaction with external geotechnical consultants and review boards.

Operational Execution and Production Systems

- Direct and control all mining activities including:
 - Drilling and blasting
 - Load and haul operations
 - Ancillary and support services
- Ensure mining is executed in accordance with approved plans, designs, and procedures.
- Optimize fleet selection, utilization, and availability.
- Monitor and improve:
 - Equipment productivity
 - Cycle times and utilization
 - Downtime and reliability metrics
- Ensure effective dispatch, short-interval control, and production reporting systems are in place.
- Manage contractor mining services and ensure compliance with technical and safety standards.

Risk Management and Safety Systems

- Lead hazard identification and risk assessments for all mining activities.
- Ensure critical controls for principal hazards are defined, monitored, and verified.
- Ensure effective implementation of:
 - Isolation and energy control systems
 - Traffic management plans
 - Explosives management systems
- Lead serious incident investigations using structured methodologies.
- Ensure corrective actions are technically sound and effectively closed out.

Financial and Performance Management

- Develop and manage mining operating and capital budgets.
- Ensure alignment between mine plans and financial forecasts.
- Monitor:
 - Unit mining costs
 - Drill and blast cost performance
 - Equipment operating and maintenance costs
- Support capital justification for fleet, infrastructure, and mine development projects.
- Drive continuous improvement initiatives using data-driven analysis.

Data, Systems, and Technology

- Ensure integrity and effective use of:
 - Mine planning software
 - Fleet management and dispatch systems
 - Production reporting and reconciliation tools
- Support implementation of new technologies including:
 - Automation and digital mining systems
 - Advanced monitoring and analytics
- Ensure operational decisions are supported by accurate, timely data.

Leadership and Technical Capability Development

- Lead and mentor mining engineers, supervisors, and technical professionals.
- Ensure technical competency frameworks are implemented and maintained.
- Support professional development and succession planning for key roles.

- Promote engineering discipline, design compliance, and procedural adherence.
- Foster a culture of technical excellence and operational accountability.

Stakeholder and Interface Management

- Work closely with:
 - Geology and Resource & Reserves teams
 - Processing and Maintenance departments
 - Corporate technical and planning functions
- Engage with regulators, auditors, and external technical consultants.
- Support community and environmental commitments through responsible mine management.

Key Technical KPIs

- Safety and critical control effectiveness
- Production vs plan (ore and waste)
- Dilution and ore loss
- Cost per tonne / BCM
- Equipment availability and utilization
- Geotechnical and ground control performance
- Compliance audit outcomes

Schedule & Logistics

The Mining Manager will begin as hybrid initially with transitioning to Perpetua Resources' Stibnite Gold Project in Idaho located approximately 3 ½ hours from Donnelly, Idaho. Travel will be necessary to other locations, including Stibnite, Donnelly, and Boise offices.

Qualifications

Essential

- Bachelor's degree in Mining Engineering (or equivalent).
- 10–15+ years' experience in mining operations.
- Demonstrated experience in mine planning, production execution, and statutory compliance.

Desirable

- Postgraduate qualifications in mining, geotechnical engineering, or management.
- Experience in complex or high-risk mining environments.
- Strong exposure to both strategic planning and operational execution.

Core Competencies

- Advanced technical mining knowledge
 - Strong risk-based decision-making
 - Data-driven operational management
 - Clear technical communication and leadership
 - Ability to balance safety, cost, and production pressures
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Physical Requirements

- Prolonged periods sitting at a desk and working on a computer.
 - General work is in an office environment but must be able to travel as needed and be able to traverse an active construction and mine site.
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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!

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

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.