



Project Controls Manager

Location: Stibnite Gold Project - Stibnite, Idaho, USA

Salary: Competitive

Employment Type: Full-Time, Fixed-Term Employee (Project Based)

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

Reporting to the Commercial Manager, the Project Controls Manager is accountable for establishing, implementing, and maintaining the cost, schedule, risk, and reporting frameworks that ensure successful delivery of the Stibnite Gold Project (SGP). The role provides independent oversight of project performance, ensuring that all phases—engineering, procurement, construction, commissioning, and transition to operations—are delivered in alignment with approved budgets, schedules, and governance requirements.

The Project Controls Manager will develop and manage the integrated project control systems, including estimating, scheduling/planning, change management, risk analysis, and progress measurement (i.e., cost control). This position acts as a key interface between internal teams, contractors, and external stakeholders, providing transparent and timely reporting that supports executive decision-making, lender compliance, and board governance.

The incumbent is expected to foster a culture of discipline, accountability, and continuous improvement across the project team, ensuring issues are identified early, risks are actively managed, and corrective actions are implemented. Through strong leadership and collaboration, the Project Controls Manager will safeguard the project's cost and schedule integrity, strengthen financial and operational readiness, and contribute to the safe and profitable development of the SGP.

Essential Duties and Responsibilities

- Maintain and demonstrate Perpetua's commitment to safety, environmental stewardship, and sustainability as core values.
- Champion safety leadership and environmental stewardship.
- Support RFP development, bid evaluations, and contractor reviews for project controls functions.
- Develop and oversee project controls management plans covering:
 - Estimating
 - Planning
 - Cost Management
 - Change Management
 - Progress & Performance Management
 - Reporting
- Implement and manage project controls systems, processes, and workflows.
- Develop and review Work Breakdown Structures, Work Packages, Estimates, and Schedules.
- Establish and manage Control Accounts integrating cost, schedule, resourcing, and procurement.
- Interface with Project Accounting and Finance.
- Provide trend/variance analysis, root cause insights, and corrective recommendations.
- Lead or contribute to regular project controls, change management, and services meetings.
- Prepare weekly/monthly project reports and presentations.
- Conduct audits of service provider project controls processes.
- Support stage-gate reviews, setup checks, and health checks.
- Maintain data and documentation in the in-house project database

Schedule & Logistics

The Project Controls Manager may be based at one of Perpetua's offices in Boise or Donnelly, Idaho. However, this position has flexibility to locate where the work needs to be performed, i.e., Donnelly, Boise, or remote work may be applicable for the correct individual. The employee is required to provide his/her own transportation to the assigned office. Travel will be required to Stibnite, Donnelly, Boise and contractor offices as related to job needs.

Required Knowledge, Skills and Abilities

- Excellent interpersonal, written, presentation and verbal communication skills
 - Competence in developing and maintaining Power BI dashboards connected to multiple data sources modeling and GIS software
 - Proficiency in MS Office computer software applications such as Excel, Word, Outlook, and PowerPoint
 - Strong analytical and quantitative skills, excellent oral and written communication skills, ability to interact with and present to others, and willingness to work in diverse and multi-user team environments
 - Ability to successfully manage multiple tasks and projects simultaneously and ability to manage multi-disciplinary teams
 - 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
 - Familiarity with different types of environmental sample collection and analyses, including EPA analytical methods a plus
 - Proficient use of relational databases, such as Microsoft SQL, with demonstrable expertise in environmental data management suites (preferably EQUIS).
 - Experience using ESRI GIS products developing and managing geospatial databases, conducting spatial analysis, and producing high quality cartographic products.
 - Experience with EVS a plus
 - Ability to plan, assign and supervise specific work groups
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Minimum Qualifications

- Degree or diploma in Engineering, Accounting, Finance, Business, or a related trade.
- 15+ years** of project controls experience (mining/industrial preferred).
- 8+ years** in an Owner's role.
- 5+ years** of field experience.
- Strong knowledge of engineering and construction industries.
- Proficiency in project management and project controls techniques.
- Experience in both Study and Execution phases.
- Leadership experience in team development.

- Software skills:
 - Cost control (e.g., PRISM, SAP)
 - Scheduling (e.g., Primavera P6, MS Project)
 - Professional certifications preferred: CCP, CEP, PMP, or similar.
 - Strong communication, critical thinking, and problem-solving skills.
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Physical & Environmental 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.
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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.