



Senior Environmental Scientist

Location: Stibnite Gold Project - Stibnite, Idaho, USA

Salary: Competitive

Employment Type: Full-Time

Application Deadline: April 3, 2026

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

Under limited supervision, and reporting to the Environmental Superintendent or Environmental Manager, incumbent will ensure that company activities are conducted in accordance with and in compliance with local, state and federal environmental regulations and licenses. Will conduct all activities in a safe manner and align performance and daily functions in accordance with company policies. Will provide engineering technical expertise, guidance and leadership for environmental

projects and programs. Assists and coordinates with multiple environmental technicians supporting inspections and project construction teams.

Essential Duties and Responsibilities

- Conduct all activities safely, in accordance with safety regulations, rules and policies.
 - Manage and ensure compliance with the requirements of environmental permits, licenses, and regulations, including monitoring, inspection, recordkeeping and reporting requirements.
 - Collaboratively work with multidisciplinary project team, daily interaction with contractors and subcontractors.
 - Coordinate permitting activities in a timely manner to ensure company operations, project goals and timelines are met, including coordination with operational departments, application submission, and stakeholder engagement.
 - Installs, operates, and maintains environmental and emission monitoring instruments and testing equipment; analyzes data for compliance with regulatory requirements
 - Effectively communicate with site personnel regarding regulatory obligations and environmental objectives.
 - Effectively communicate with regulatory and government agencies, and professional associations, to develop and maintain good working relationships and regulatory compliance.
 - Maintain positive rapport with stakeholders to foster working relationships that minimize adversarial actions and maximizes informational exchange.
 - Coordinate and manage environmental projects, including contractor, technician and consultant activities.
 - Maintains knowledge of site environmental policies and procedures
 - May provide leadership to less experienced Engineers and Technicians
 - May serve as Project Manager or technical expert on medium-to-large-sized environmental projects (e.g., compliance, remediation, or reclamation)
 - Leads or participates in regular audits and inspections of operations areas for purposes of ensuring compliance with site environmental policies, procedures and requirements of the Environmental Management System
 - Monitor proposed environmental regulatory changes with an eye to their effect on operations and demands on resources (personnel, financial).
 - Reports up within the Environmental Department, immediately of any compliance or permitting issues that may affect the company.
 - Ensure that departmental and company goals are achieved by participating in short and long-range planning activities.
 - Provide environmental awareness training to site employees.
 - Performs other duties as appropriate or necessary for performance of the job.
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Schedule & Logistics

The Senior Environmental Scientist will be based at Perpetua's project site in Stibnite, Idaho. The employee is required to provide his/her own transportation to the Donnelly office. Transportation from the Donnelly office to site or other work locations will be provided by Perpetua. It is noted that the company is transitioning from the exploration/permitting phase of the project to construction/operations and a nonstandard schedule such as 8 days on and 6 days off schedule but is subject to change as required by company needs.

Required Knowledge, Skills and Abilities

- Excellent interpersonal, written, presentation and verbal communication skills
 - Ability to prepare reports using Microsoft Applications; Excel, Word, Outlook, Power Point
 - 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
 - Contributes to management of department budget
 - Ability to assist Environmental department with tasks as needed; including emergency spill response and management of hazardous waste.
 - Ability to live and work in a remote camp situation, and to treat co-workers with respect, dignity, and professional courtesy.
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Minimum Qualifications

- B.S. in Environmental Science, Environmental Policy, Environmental Management, Geology, Engineering, or related field plus a minimum 7+ years of demonstrated experience supporting heavy construction/mining environmental programs.
 - Ability to plan, assign and supervise specific work groups.
 - Applied knowledge of relevant federal, state and other regulatory requirements, as-well-as industry standards and practices.
 - Experienced with system(s)/database(s) established to manage regulatory obligations.
 - Valid driver's license, a clean driving record and acceptance by Corporate insurance to operate company vehicles.
 - Proficiency in MS Office computer software applications such as Excel, Word, Outlook, and PowerPoint.
 - Ability and willingness to travel, be away from home, and work in a remote project site.
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Physical & Environmental Requirements

- Must pass drug test, background check and must have a satisfactory driving record in accordance with the Company's driving (MVR) policy
 - 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
 - Related job tasks may 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 50 pounds
 - Will be exposed to or occasionally work near moving mechanical parts, helicopters, ATV's, UTV's and other large 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
 - Wear Personal Protective Equipment including hard hat, hearing protection, safety glasses, safety footwear (steel-toe boots), hi-viz safety vest, protective clothing, gloves, etc.
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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
- Pre-tax Flexible Spending Accounts (FSAs) for medical and dependent care expenses

✔ 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.