



Senior Project Controller/Cost Analyst

Project: Stibnite Gold Project - Stibnite, Idaho, USA

Work Location: Stibnite, Boise, Donnelly offices, and/or remote work flexibility as appropriate.

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 Project Controls Manager or Project Manager, the Senior Project Controller / Cost Analyst will serve as a key resource for managing cost controls, budgeting, forecasting, and financial reporting for large, capital-intensive mining projects. This position is responsible for providing timely, accurate cost data and variance analysis to support decision-making, ensuring that projects are delivered within budget and aligned with organizational objectives.

This role requires close collaboration with project management, engineering, procurement, and construction teams, as well as external contractors and vendors. The Senior Project Controller / Cost Analyst will also take a lead role in developing cost models, performing detailed cost-benefit analyses, and implementing process improvements within the cost control function.

Essential Duties and Responsibilities

- **Cost Monitoring & Analysis:** Track project expenditures against approved budgets, analyze cost data to identify variances, and recommend corrective actions.
- **Budgeting & Forecasting:** Develop, maintain, and monitor project budgets and Estimates at Completion (EAC). Support the creation of annual budgets and long-term financial plans.
- **Variance & Trend Analysis:** Conduct detailed variance analysis, root cause investigations, and trend reporting to improve forecast accuracy.
- **Reporting:** Prepare and deliver weekly, monthly, and ad-hoc cost reports, dashboards, and presentations for project managers and senior leadership.
- **KPI Development & Management:** Identify cost drivers and establish Key Performance Indicators (KPIs) to measure project performance and efficiency.
- **Contractor & Vendor Integration:** Coordinate with external contractors and suppliers to ensure accurate cost capture, invoice validation, and work order tracking.
- **Financial Guidance:** Partner with functional departments to optimize resource utilization and cost allocation while ensuring compliance with company financial procedures.
- **Cost-Benefit Analysis:** Perform economic evaluations for proposed projects, investments, and business initiatives to support strategic decision-making.
- **Process Improvement:** Lead continuous improvement initiatives in cost control systems, tools, and methodologies.
- **Compliance & Data Integrity:** Ensure adherence to financial policies, procedures, and regulatory requirements while maintaining accurate and auditable cost records.

Schedule & Logistics

The Senior Project Controller/Cost Analyst role may be performed from Perpetua's offices in Donnelly or Boise, with remote work flexibility where appropriate.

Qualifications

- Bachelor's degree in Finance, Accounting, Engineering, or a related field (Master's degree preferred).
 - 8–10+ years of experience in cost analysis, financial planning, or project controls (preferably in mining or heavy industry).
 - Extensive knowledge of cost accounting principles, budgeting, and forecasting.
 - Proficiency in financial and project control software tools.
 - Professional certification such as CMA, CCP, or CCEA preferred.
 - Strong understanding of financial statements and KPIs.
 - Experience in developing budgets, performing variance analysis, and presenting financial results to stakeholders.
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Skills & Competencies

- Analytical Expertise: Strong ability to collect, organize, and analyze complex financial and project data.
 - Financial Modeling: Advanced Excel and financial modeling skills; experience with cost control systems (e.g., PRISM, SAP).
 - Communication: Ability to explain complex financial concepts to non-financial stakeholders.
 - Collaboration: Effective teamwork across engineering, procurement, construction, and finance.
 - Attention to Detail: High degree of accuracy in data analysis and reporting.
 - Project Controls Knowledge: Understanding of WBS, cost codes, and integration of cost, schedule, and resource data.
 - Software Proficiency: Experience with project scheduling tools such as Primavera P6 or MS Project preferred.
 - Continuous Improvement: Strong problem-solving skills with a focus on improving cost processes and outcomes.
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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.
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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.