Job Description
Assistant General Superintendent

About the job:

PMET Resources Inc. is a pegmatite critical mineral exploration and development company focused on advancing its district-scale 100%-owned Shaakichiuwaanaan Property located in the Eeyou Istchee James Bay region of Quebec, Canada. The Shaakichiuwaanaan Project hosts the largest lithium pegmatite Mineral Reserve in the Americas and is one of the top 10 largest resources globally as well as hosting a significant tantalum component. The Property also hosts the largest pollucite-hosted caesium pegmatite mineral resource in the world. With this exceptional asset portfolio, Shaakichiuwaanaan is well positioned to become a leading North American hub for critical minerals.

In this development context, PMET Resources is seeking an Assistant General Superintendent who will serve as the Site General Superintendent's right-hand person. The two alternate their weeks on site to ensure a leadership presence three weeks out of four. Reporting to the Site General Superintendent, the incumbent is responsible for site health and safety and site environmental management. When the Site General Superintendent is off site, the incumbent leads all site departments: health and safety, environment, accommodations and logistics, and maintenance. This position ensures operational continuity and team alignment and prepares the site for the project's next phases, including the bulk sample and the mining authorization process.

Responsibilities:

Site Leadership and Coordination

- Act as PMET Resources' primary representative on site.
- Lead the daily operations meeting and ensure coordination among site departments, contractors, and corporate teams;
- Maintain a visible field presence, meet with every team member during each rotation, and anticipate emergencies and operational issues on site;
- Ensure a complete written handover with the Site General Superintendent at each rotation change and promptly report significant issues;
- Monitor employee objectives, action plans, and improvement plans between the Site General Superintendent's weeks on site, in collaboration with Human Resources;
- Support the onboarding of new employees, coaching, and the development of site team competencies;
- Enforce camp rules, the Code of Conduct, and PMET Resources policies;

Management of Departments Under Their Responsibility

- Assume direct responsibility for one or more site departments (health and safety, environment, accommodations and logistics, or maintenance), according to their expertise and operational needs;
- Supervise, coach, and develop employees in these departments, and ensure their performance and achievement of objectives;
- Ensure that these departments' activities, including contractor work, comply with applicable

laws, regulations, permits, and PMET Resources standards;
- Monitor performance indicators, budgets, and action plans for these departments and prepare the required reports;
- Promote health, safety, and environmental protection as core values across all site activities.

Collaboration, Budget, and Continuous Improvement

- Collaborate with corporate teams (Finance, Procurement, Human Resources, IT, Projects, and Studies) to ensure the site is involved early in the planning of projects and initiatives;
- Participate in preparing and monitoring the site budget, particularly for the departments under their responsibility;
- Coordinate, with the Site General Superintendent, the hosting of visits (partners, investors, community representatives) and corporate initiatives on site;
- Support relations with the Cree Nation of Chisasibi and promote the employment and training of Cree workers;
- Identify and implement continuous improvement initiatives related to safety, efficiency, and costs;
- Promote a culture of collaboration, respect, and open communication, and act as an ambassador of PMET Resources' culture on site;
- Perform any other related duties.

Qualifications and Skills:

- Hold a university or college diploma in a field related to site operations, such as environment, occupational health and safety, management, administration, science, or industrial technology, or an equivalent combination of education and experience;
- Have at least 10 years of experience in mining, construction, or heavy industry, including at least 5 years managing multidisciplinary teams;
- Be familiar with Quebec occupational health and safety and environmental regulations applicable to mining sites;
- Experience at a remote camp or isolated site is a significant asset;
- Experience working with First Nations communities is an asset;
- Demonstrate positive and engaging leadership, with the ability to coach, provide feedback, and hold teams accountable;
- Demonstrate excellent judgment and sound decision-making ability, particularly in emergency situations;
- Demonstrate rigour, strong organizational skills, and effective priority management in a fast-paced environment;
- Be bilingual in French and English, both spoken and written (an asset);
- Possess intermediate computer skills, including the Microsoft Office suite;
- Hold a valid Class 5 driver's licence.

Working Conditions:

- Position based at the Shaakichiuwaanaan exploration camp, located at kilometre 270 of the Transtaïga Road. The schedule is a 7/7 rotation (7 days on site, 7 days off), alternating with the Site General Superintendent. Travel may include transit through a transportation hub (Montréal or Québec City) for company charter flights;
- 12-hour workdays. Must be comfortable driving vehicles on remote forestry roads.