

About the Position:

PMET Resources Inc. is a critical minerals exploration and development company focused on advancing its 100%-owned, district-scale Shaakichiuwaanaan Property located in the Eeyou Istchee James Bay region of Québec, Canada. The Shaakichiuwaanaan Project hosts the largest lithium pegmatite mineral reserve in the Americas and ranks among the 10 largest resources worldwide. It also includes a significant tantalum component. The Property also hosts the world's largest pollucite-hosted cesium pegmatite mineral resource. The Shaakichiuwaanaan Project is well positioned to become a major North American hub for critical minerals.

Reporting to the Site General Superintendent, the Environment Superintendent is responsible for overseeing, implementing, and continuously improving all site environmental programs. The role ensures regulatory compliance and supports operations in applying environmental best practices. The Environment Superintendent oversees a team of technicians and coordinates all activities related to environmental protection, risk management, and reducing the site's environmental footprint.

Key Responsibilities:

Leadership and Supervision

- Lead, train, and support the on-site environmental team (technicians, coordinators, consultants).
- Plan daily, weekly, seasonal, and annual priorities based on operations and projects.
- Ensure consistency and quality across all field work.
- Support the development of the on-site environmental team's skills, including coaching, delegation, and performance follow-up.

Regulatory Compliance

- Ensure compliance with Québec environmental laws, regulations, and permits.
- Maintain filing systems related to environmental permits, compliance, and spills/incidents.
- In collaboration with the corporate environmental team, prepare and submit regulatory reports to authorities (MELCCFP, municipalities, Indigenous communities).
- Track regulatory deadlines and ensure records are kept up to date.

Environmental Program Management

- Oversee programs including:
 - Potable water and wastewater management
 - Domestic and hazardous waste management
 - Spill prevention, reporting, and management
 - Air quality, noise, and dust
 - Restoration and rehabilitation of disturbed sites
 - Biodiversity, wildlife, flora, and sensitive habitats
 - Develop or improve environmental SOPs and ensure they are implemented.

Monitoring, Inspections, and Oversight

- Plan and conduct regular environmental inspections at active operating sites (drilling, roads, camps, infrastructure).
- In collaboration with the exploration team, ensure that the location of drill sites, roads, and pads complies with environmental constraints.
- Monitor the effectiveness of mitigation measures in place.
- Verify and validate the accuracy and quality of data collected by technicians before it is forwarded to management.

Stakeholder Relations

- Communicate and collaborate with:
 - Specialized suppliers
 - Indigenous communities
 - Project managers and operations teams
 - Corporate environmental team
- Participate in planning meetings with field teams.

Environmental Incident Management

- Coordinate responses to incidents and spills.
- Report all spills to regulatory authorities in accordance with requirements.
- Lead investigations, root-cause analyses, and corrective action plans.
- Maintain incident logs and track corrective measures.
- Ensure implementation of emergency response and environmental preparedness plans.

Continuous Improvement

- Propose and implement initiatives to reduce environmental impacts.
- Identify potential environmental risks and implement preventive measures.
- Promote a strong, proactive, and accountable environmental culture across the site.

Education and Qualifications:

- Bachelor's degree in environmental studies, biology, natural sciences, environmental engineering, or a related field.
- 5 to 10 years of experience, including at least 3 years in a supervisory role.
- In-depth knowledge of Québec environmental laws and regulations.
- Inspirational leadership and the ability to positively influence environmental culture.
- Excellent communication skills (French and English).
- Strong analytical, problem-solving, and decision-making skills.
- Strong organizational skills and effective priority management.

Working Conditions:

- Fly-in/fly-out rotational schedule (14/14).
- Accommodation, meals, and transportation provided.