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PMET
RESOURCES

Job Description
VP Operations/Technical Services

About the Position :

PMET Resources Inc. is a critical minerals exploration and development company focused on advancing its 100%-owned, district-scale Shaakichiuwaanaan Project 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 site 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.

In this growth-focused context, PMET is seeking a Vice President, Operations and/or a Vice President, Technical Services who will define and execute the company's operational strategy to support its growth and long-term value creation. The position is based at the company's head office in downtown Montreal and reports directly to the COO-CDO. This individual will ensure that development, construction, and operating activities are aligned with business objectives while promoting operational excellence, effective risk management, and performance optimization.

In this capacity, the successful candidate will lead key operational and project development functions, engage and align internal teams and strategic partners, and actively contribute to the execution of the company's vision.

Key Responsibilities:

- Define, recommend, and implement the integrated operations and technical services strategy to support project development, operational readiness, construction, commissioning, and commercial operations.
- Provide executive leadership for key functions related to operations, mine planning, mineral processing, engineering, mine geology, metallurgy, asset reliability, and continuous improvement.
- Lead operational readiness efforts, including the design of organizational structures, workforce requirements, operating processes, management systems, training programs, and performance metrics.
- Oversee technical inputs to development studies, mine plans, processing plans, capital and operating cost estimates, and project value optimization decisions.
- Establish robust technical governance to ensure the quality, consistency, and integration of engineering, planning, estimating, project controls, and risk management activities.
- Actively contribute to strategic decisions related to mining infrastructure, processing facilities, mining methods, contracting strategies, procurement, and supply chain management.
- Develop, monitor, and optimize operational, technical, and operational readiness budgets, ensuring financial discipline, cost transparency, and effective capital allocation.
- Ensure the achievement of objectives related to health and safety, environmental performance, sustainability, productivity, reliability, cost management, and operational excellence.

- Identify and implement opportunities to improve productivity, reduce risk, optimize costs, and enhance the long-term value of the asset.
- Build, lead, and develop high-performing multidisciplinary teams, fostering collaboration among corporate functions, project teams, consultants, contractors, and strategic partners.
- Support the development, integration, and application of best practices for First Nations engagement, including participation in the preparation and negotiation of Impact and Benefit Agreements (IBAs), and alignment of community commitments with operational realities and field team requirements.
- Incorporate regulatory requirements, constraints, and processes into operational and technical planning, and support responsible teams in obtaining, maintaining, and complying with the permits, approvals, and authorizations required for project development, construction, and operations.
- Contribute to government relations on technical matters by clearly representing the corporation’s objectives before government, regulatory, and institutional stakeholders, while ensuring technical positions are aligned with the company’s strategic priorities.
- Serve as a strategic advisor to the COO-CDO and executive leadership team on operational, technical, economic, organizational, and risk management issues related to the development and operation of the project.

Education and Qualifications :

- Bachelor's degree in Mining Engineering, Metallurgical Engineering, Civil Engineering, or a related discipline; an MBA or formal management training is considered an asset.
- 10 to 15 years of progressive experience in the mining industry, including several years in leadership roles.
- Demonstrated experience in mining project development, from advanced exploration through construction, commissioning, and operations.
- Strong experience managing multidisciplinary teams, contractors, consultants, and strategic partners.
- Excellent understanding of the operational, technical, financial, and organizational challenges associated with mining project development.
- Proven leadership skills, strategic vision, and a strong ability to execute in a growth-oriented environment.
- Demonstrated ability to manage change, risks, budgets, and operational performance.
- Commitment to the highest standards of health and safety, environmental stewardship, and sustainable development.
- Excellent communication, influencing, and stakeholder relationship management skills.
- Bilingualism (French and English), both written and spoken, is considered an asset.
- Valid Class 5 driver's licence.

Working Conditions:

- Hybrid position based in the Montreal office, with an average of two days per week onsite and current flexibility for remote work; work arrangements may evolve based on organizational needs.
- Occasional travel and work at remote-site camps as required, including travel to a transportation hub (Montreal or Quebec City) to access the company's charter flights.
- Strong proficiency with computer systems and digital tools to support day-to-day operational activities.
- Full-time position (averaging 40 hours per week), with occasional availability required outside of regular working hours.