

Careers



A career with the Donald Project

With a planned 42-year mine life, the Donald Project will create long-term careers in mining operations and technical roles. The minerals we produce will become globally essential components in smartphones, computers, medical equipment, and the technology infrastructure that supports our day-to-day lives.

Our careers will offer family stability and strengthen surrounding communities. As we grow, we'll attract new expertise to the Wimmera while developing homegrown skills.

Why choose a career in mining?

Mining offers well-paid, stable, and rewarding employment. On the Donald Project, you'll contribute to Australia's critical minerals supply chain and advanced manufacturing industries, while developing diverse, transferable skills.

Key benefits will include:

- Gaining sought-after qualifications and experience
- Building professional connections in a team environment
- Seeing your work contribute to real-world projects
- Enjoying a balance of office and field time in many roles



Employment opportunities

Our project will create employment opportunities in two phases:

Construction (2025-2027)

Construction activities will span civil works, structural and mechanical installation, electrical and instrumentation work, and site services. We will publish the selected contractors on our website.

Contractors will recruit for these roles directly.

Operations (mid-2026 onwards)

DMS operations will directly employ up to 100 people onsite. Apply to us for these roles. Our long-term contractors will create up to another 100 full-time, part-time, and casual opportunities.

The operations team will span five key areas:

Mining (contract) — excavation and haulage, mobile plant operators, supervisors, maintainers. **Apply directly to the contractor.** Details will be on our website. Roles will include:

- Mining shift supervisors
- Mobile plant operators
- Mobile plant maintainers
- Operators of dozers, excavators, loaders, haul trucks, water trucks, graders

Production – process ore, separate products, and day-to-day quality assurance.

- Production superintendent
- Production shift supervisors
- Production shift operators
- Field services operators
- Laboratory technicians
- Metallurgist
- Chemist

Maintenance and engineering – ensure plant reliability and availability.

- Maintenance superintendent
- Maintenance supervisors
- Electrical and instrumentation technicians
- Electrical technician (HV)
- Mechanical technician
- Maintenance planner
- Electrical engineer
- Reliability engineer
- Project engineer

Technical services – support and integrate daily operations, and production planning.

- Technical services manager
- Senior mining engineer
- Mining engineer
- Surveyors
- Geologists
- Rehabilitation specialist
- Environment technician
- Environment advisors

Health and safety – advise, support, and monitor safe work processes.

- Health and safety superintendent
- Health and safety advisor
- Training officer

People and business – financial management, procurement, human resources.

- Human resources business partner
- Human resources administrator
- Commercial superintendent
- Senior business analyst
- Site administrator
- Accountant
- Accounts payable officer
- Procurement lead
- Warehouse operator





Building our workforce

We will prioritise building a local workforce through a comprehensive approach to recruitment and development, including:

- Equipping team members to support newcomers to the industry
- Implementing training programs to support skills base requirements
- Offering traineeships and apprenticeships through group employers

Employee work arrangements

We are designing our operation with local living in mind, including work patterns which support regional lifestyles. For example:

- Most team members will work Monday to Friday
- Maintenance professionals will work a weekday roster with coverage and callout requirements
- Production operators and laboratory technicians will work continuous shifts on days, nights, and weekends.

Accommodation

We'll focus on building a residential workforce with opportunities for local people, including tradespeople, university graduates, and existing students. For those relocating into the region, we'll provide short-term accommodation support.

Short-term accommodation demand will peak in the construction phase. Operations contractors will need ongoing accommodation for their employees and subcontractors. We recognise everyone's circumstances are different and will work with people to make the transition as smooth as possible.

Experience, training,

and development

Different roles require different levels of experience.

Technical services generally require relevant experience. Whether its geology, process, mining, mechanical or electrical engineering, environmental or chemical sciences, we have a range of careers on offer.

For operational roles, whether in the plant, in the field, operating equipment, or supervising works, we will require a mix of experience sets. Supervisors must have relevant leadership and heavy industry experience.

For other roles, while mining and mineral processing skills and experience will be an advantage, we will recruit from a range of backgrounds. Our experienced people will guide and support colleagues still developing their skills and knowledge.

Everyone joining our team will receive thorough site and job-specific training including cultural, safety and environment content. We'll develop local talent through partnerships with regional education providers and training organisations.

Diversity and inclusion

We strive for a diverse and inclusive workplace, which values different perspectives, backgrounds, and experiences. Our commitment is to maintain a respectful and safe workplace for employees. We will work with community organisations to identify and reduce barriers to DMS employment for people facing systemic social disadvantage.



Register your interest

Employment

To register your interest in career opportunities with DMS please email your resume to: careers@thedonaldproject.com.au

We'll be in touch as suitable roles become available.

Suppliers

Businesses interested in providing services to the project, please email: suppliers@thedonaldproject.com.au

Our Senior Contracts Administrator regularly visits Minyip and can meet potential suppliers by appointment.

About the Donald Project

The Donald Rare Earth and Mineral Sands Project is near Minyip and Donald, 300 km north-west of Melbourne.

Discovered in the 1980s, the site is a world-class source of minerals essential for everyday industries. These include critical minerals like zirconium and titanium, along with rare earth elements such as neodymium and praseodymium.

Donald Project Pty Ltd, trading as Donald Mineral Sands (DMS), is the joint venture between Astron Limited and Energy Fuels Inc developing the project.

Through responsible resource development, DMS will create long-term regional benefits including economic growth, jobs, and infrastructure improvements.

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Website



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