

Program Manager – Metallurgical Test Programs

Location: Nevada, United States – Remote/Hybrid Possible with Domestic and International Travel

Reporting: Chief Technology Officer

Travel: Approximately 25%

Compensation: Competitive; commensurate with experience (DOE)

Position Summary

We are seeking an experienced **Program Manager – Metallurgical Test Programs** to manage multiple third-party metallurgical laboratories conducting copper hydrometallurgical test programs for our company and its clients. The laboratories are predominantly located in the United States, Canada, Chile, and Australia, with programs focused on copper heap leaching, column leaching, bottle roll testing, and related hydrometallurgical test work.

The Program Manager will serve as an interface among internal technical teams, clients, and external laboratories. This individual will translate technical objectives into well-defined test programs, coordinate laboratory execution, monitor schedules and budgets, review and analyze test data, identify issues and opportunities, and communicate results and recommendations to both technical and non-technical stakeholders.

The ideal candidate combines a strong understanding of copper leaching and extractive metallurgy with disciplined project management, analytical capability, and excellent communication skills. Experience working for a copper producer, mining company, metallurgical laboratory, or technology company conducting leach test work is strongly preferred.

Key Responsibilities

Metallurgical Test Program Management

- Manage multiple concurrent metallurgical test programs performed by third-party laboratories in the United States, Canada, Chile, and Australia.
- Develop and coordinate test plans, scopes of work, schedules, budgets, deliverables, and reporting requirements.
- Manage copper heap-leach-related testing, including bottle roll, column leach, agglomeration, curing, and associated characterization programs.

- Ensure laboratory test procedures are technically appropriate, consistently executed, and aligned with client objectives.
- Coordinate sample preparation, characterization, test conditions, analytical requirements, sampling protocols, and data collection.
- Monitor test progress and identify deviations, technical issues, schedule risks, and opportunities for program improvement.
- Work closely with laboratory personnel to troubleshoot test programs and implement technically sound modifications when required.
- Maintain clear documentation of test conditions, changes, decisions, results, and lessons learned.

Technical Analysis

- Review and analyze metallurgical test data, including copper extraction, acid consumption, leach kinetics, solution chemistry, reagent addition, mineralogical characteristics, and other relevant operating parameters.
- Evaluate data quality, analytical consistency, mass balances, and test repeatability.
- Compare results across samples, test conditions, laboratories, and client programs.
- Identify trends and relationships within test data and translate results into practical technical conclusions.
- Develop recommendations for subsequent testing and optimization based on program results.
- Support the development and improvement of standardized test protocols and data-management practices.

Client & Stakeholder Communication

- Serve as a key technical interface between clients, internal teams, consultants, and third-party laboratories.
- Lead regular program review meetings and provide clear updates regarding progress, results, schedules, risks, and next steps.
- Prepare concise technical reports, presentations, dashboards, and management summaries.

- Present technical results to cross-functional audiences ranging from metallurgists and process engineers to operations personnel, executives, investors, and client management.
- Translate complex metallurgical data into clear conclusions and actionable recommendations appropriate for the audience.
- Maintain strong professional relationships with laboratory partners and clients across multiple countries and time zones.

Project Management

- Manage multiple projects simultaneously while maintaining technical quality, schedule, budget, and client expectations.
- Develop and maintain project schedules, action registers, test matrices, data trackers, and reporting calendars.
- Coordinate priorities among laboratories, clients, and internal technical personnel.
- Track laboratory expenditures, purchase orders, invoices, scope changes, and project forecasts as required.
- Identify project risks early and develop appropriate mitigation plans.
- Ensure project documentation and data are organized, traceable, and readily accessible.

Qualifications

Required

- Bachelor's degree in Metallurgical Engineering, Mineral Processing, Chemical Engineering, Mining Engineering, or a closely related technical discipline.
- Demonstrated knowledge of hydrometallurgy and mineral leaching.
- Experience managing metallurgical test programs, laboratory programs, technical projects, or similar multidisciplinary programs.
- Strong project-management and organizational skills with the ability to manage multiple concurrent programs.
- Strong analytical skills and demonstrated ability to interpret metallurgical test data.
- Proficiency with spreadsheets and data-analysis tools used to organize, analyze, and communicate technical results.

- Excellent written and verbal communication skills.
- Ability to prepare and deliver professional technical presentations to audiences with varying levels of metallurgical expertise.
- Ability to work effectively with geographically dispersed teams, laboratories, clients, and consultants.
- Ability and willingness to travel domestically and internationally approximately 25% of the time, including travel to laboratories and client locations.
- Bilingual English and Spanish is required.

Preferred

- Experience with a copper producer, mining company, metallurgical laboratory, engineering company, or copper-processing technology company.
- Hands-on experience with copper heap-leach development programs, including bottle roll and column leach testing.
- Experience evaluating copper extraction kinetics, sulfuric acid consumption, agglomeration, curing, irrigation conditions, solution chemistry, and metallurgical balances.
- Familiarity with sulfide and oxide copper mineralogy and their response to hydrometallurgical processing.
- Experience coordinating work across laboratories or operations in multiple countries.
- Formal project-management training or certification is beneficial but not required.

Travel

Approximately 25% domestic and international travel is expected. Travel will primarily involve visits to third-party metallurgical laboratories and client locations in the United States, Canada, Chile, and Australia.

Compensation

Compensation will be commensurate with experience (DOE) and will reflect the candidate's technical background, relevant copper hydrometallurgy experience, project-management capabilities, and overall qualifications.