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## **Project / Technology (R&D) Manager**

**Peterborough, Ontario**

(File Reference: RDLM-2018)

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We are seeking a **Project / Technology (R&D) Manager** for our Client, **Neo Performance Materials** (<http://www.neomaterials.com/neo-rare-metals/>), a global leader in the recycling and purifying of electronic metals that are used in a variety of applications from wireless technologies and LED lighting to solar power technologies, among others. Our Client's Peterborough location has a team of approximately 20 employees in their production facility, with an additional 10 employees in their Research and Technology group. The Project / Technology (R&D) Manager will report directly to the **Director of Strategic Development & Technology**.

This position will be responsible for 1) duties as HR and Program Manager to the laboratory technicians, scientists and engineers and 2) successful delivery of technology, projects, research and development, and engineering activities within the company.

### **GENERAL ACCOUNTABILITIES**

#### **HR / People management of the Technology / Projects team:**

- Responsible for day-to-day operation of the R&D and Analytical.
- Delegate project tasks based on employee strengths, skill sets and experience level.
- Troubleshoot any performance related deficiencies as they become apparent.
- Use and continually develop leadership skills.

#### **Technology / Program:**

A secondary responsibility is managing the Technology Program, as assigned and approved by the Director, and practicing project management tools such as Stage Gate (Six Sigma tools):

- Manage the project portfolio for the development of process flow sheets for the recovery of high-value metal products from the numerous and varying types of feed materials. This is the administrative and logistical management of the Technology/R&D program following a Stage Gate Lite methodology
- Track project performance, specifically to analyze successful completion of short and long term goals. Schedule, lead and participate in both project management and technical discussions with stakeholders. Prepare agendas, schedules, reports, and minutes for project meetings.

- Work proactively in identifying and correcting science and engineering-related problems through project management review processes
- Develop comprehensive project plans to be shared with all stakeholders

**Project Management:**

As a Project Manager the successful candidate will also manage projects in the fields of science and engineering as it applies to the business:

- Design, direct, and supervise experimental test work.
- Assist with technology transfer.
- Meet budgetary objectives and make adjustments to project constraints based on financial analysis

**Technology Development:**

- Establishing, developing and championing a world-class technology environment within the North American Rare Metals division of the company, i.e., project managing the technology program.
  - Designing laboratory and plant scale test work, reviewing analytical results, documenting the work.
  - Directing laboratory technicians and plant operators in laboratory and plant scale test work, while ensuring that health and safety protocols are followed.
  - Facilitating the use of outside analytical facilities when required due to specific equipment requirements or a large workload scheduled for the in-house analytical equipment and/or laboratory technicians.
- Gaining access to the in-house technical resources and contractors to facilitate all projects as needed.
  - Helping with the technology transfer and with the commissioning and start-up of new plant processes as well as improvements to existing plant processes.
- Ensure health and safety concerns/issues are both communicated and promptly addressed.
- Preparing standard operating procedures (SOPs) and provide training for the process operators for the newly installed and commissioned plant processes.
- Make recommendations on process designs, capital expenditures, staff hiring, and operating procedures.

**Additional responsibilities include:**

- Responsibility for environment, health and safety compliance of the team
- Responsibility for regulatory compliance of the project work conducted by the team

- Responsibility for standardization (SOP's, reporting and/or presentations) of work practices

**EDUCATIONAL BACKGROUND & EXPERIENCE REQUIRED:**

- A degree in chemical or metallurgical engineering (B.Sc., M.Sc. or Ph.D. level).
- A solid understanding of the fundamentals of chemical engineering and extractive metallurgy.
- Licensed Professional Engineer designation or eligibility for same, an advantage.
- Previous experience with people management and project management in an innovation/technology environment is the focal point.
- Prior management experience in a chemical/metallurgical processing environment focused on high-value metals is ideal.
- Experience with flowsheet development and implementation is required whereas a strong working knowledge of metal recovery from complex feeds via technologies such as hydrometallurgy (leaching, solvent extraction, ion exchange or electrowinning) and pyrometallurgy (calcination, smelting, converting/oxidation, reduction) is considered a valuable bonus to be reflected in the compensation package.

**COMPENSATION & OPPORTUNITY:**

Competitive compensation including an attractive base salary, bonus plan, group health benefits and retirement savings plan will be provided with career potential determined by personal commitment in a high growth technology / manufacturing environment. For further consideration, qualified Candidates are invited to submit their resume information in confidence to (please quote the File Reference number above):

Managing Partner  
**SHRP Limited**  
hr@savinohrp.ca  
www.savinohrp.ca

*While we appreciate all applications, we can only contact those individuals selected for interview.*

*We are committed to providing accommodation for persons with disabilities. Accommodation will be provided as part of our hiring process (if accommodation is required, we appreciate this request in advance so we can support your needs).*