



Alta Resource Technologies, Inc.

Process Engineer

Location: Boulder, CO

Reports To: VP of Engineering and Operations

About Us

Alta is reinventing how the world sources critical minerals — using protein-based chemistry to extract rare earth elements and other essential materials from challenging feedstocks with unmatched selectivity. By dramatically reducing the cost and environmental impact of mineral separation, Alta is making it possible to unlock new sources of supply for 21st-century technologies. As global demand accelerates, securing these materials has become one of the most urgent challenges facing U.S. competitiveness and national security. Backed by top investors and government partners, Alta is growing fast and hiring mission-driven scientists and engineers to help us scale our platform and transform the future of mining.

Role Summary

Alta is seeking a talented **Process Engineer** to join our growing Engineering and Operations team. This role will lead the operation, maintenance and improvement of our Demonstration Facility, contribute to technology improvement and support design work for the semiworks facilities. This role will be a key contributor to our innovation pipeline.

A successful candidate should have Operational experience in the Chemicals, Petrochemicals, Oil & Gas, and/or Mining Process Industries. There should be a strong desire to collaborate across disciplines including chemistry, biology, and engineering. The role requires full-time, on-site presence at our Boulder Facility.

Key Responsibilities

Plant Systems Development:

- Develop and implement Process Safety, Environmental and relevant SHE procedures
- Develop and implement Operations, Maintenance and Reliability systems/strategies
- Create a body of knowledge for the Operation of Alta's mineral separation process that will inform the design and operation of commercial scale facilities
- Lead the development of the plant training plan

Plant Operation:

- Lead the Operations and Maintenance activities of the plant
- Lead and support all Process Safety related activities (including managing of the deviation process, MOC, Risk Assessments, PHAs, etc)
- Monitor performance of process equipment
- Provide technical support to the Operations team for day-to-day and long-term troubleshooting
- Identify and implement process and equipment improvement opportunities
- Produce necessary reports for safety management, production, and technology improvements
- Liaison with supply chain and facilities department to maintain raw materials and spare parts
- Liaison with supply chain to ship products
- Support hiring activities for the plant

Technology Improvement:

- Contribute to technology improvement and optimization studies/projects
- Work with the R&D team to create Design of Experiments to be executed at various scales
- Interface with licensors and vendors to improve design of key equipment
- Support design work for the semiworks facilities

Other Responsibilities:

- Support development of Engineering Standards
- Participation in conferences and events
- Become the Subject Matter Expert (SME) in Alta's rare earth element process technology

Required Qualifications

- Bachelor's or Master's in Chemical Engineering or Metallurgical Engineering
- At least 2 years of experience in a similar position in a Chemical/Petrochemical, Mining Processing plants and/or Demo/Pilot scale facilities
- Sound working knowledge of hydraulics, mass transfer, heat transfer and reaction engineering
- Process Safety Management knowledge
- Ability to create and implement systems
- Ability to lead Operators
- Mechanically inclined and can troubleshoot and fix equipment

Preferred Qualifications

- Operational experience with unit operations such as adsorption, column separation, chromatography, solid/liquid separation, solids handling, rotary kilns/calciners and other hydrometallurgy-related unit operations would be an asset
 - PLC/DCS programming and troubleshooting knowledge would be an asset
 - Hands-on experience working on scaling-up technology from pilot to commercial scale
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Compensation & Benefits

The starting pay range for this position is [\$85,000- \$140,000], commensurate with educational background and work experience.

Benefits include:

- 401(K)
 - Medical, Dental, Vision plans (or equivalent)
 - Flexible Time Off
 - Paid Parental Leave
 - Paid Sick Leave
 - Company Holidays
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EOE

At Alta, we are committed to diversity and inclusion. As an equal opportunity employer, all qualified candidates will be considered for employment without regard to race, color, creed, religion, age, sex or gender (including pregnancy, childbirth, lactation and related medical conditions), gender identity or gender expression, sexual orientation, marital status, national origin, ancestry, citizenship status, military service or veteran status, physical or mental disability, or any other legally protected characteristic. Alta participates in e-Verify for all positions.

If you have a disability or special need that requires accommodation at any point in the hiring process, please let your recruiter know.

How to Apply

To apply, please email your resume and a cover letter (see below) to talent@altatech.io. Include your name and the job title in the subject line (i.e., [Your Name] – [Job Title]).

All applications **must include** a one-page cover letter. The cover letter should clearly state your interest in the position and our company, outline 2–3 specific technical skills or accomplishments relevant to the role, and demonstrate how your experience aligns with our mission and technology platform. We expect concrete examples that illustrate measurable impact and collaborative problem-solving in technology development. Applications submitted without a cover letter will not be considered.