



## **Alta Resource Technologies, Inc.**

### **Chief Financial Officer**

**Location:** Boulder, CO

**Reports To:** Chief Executive Officer

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### **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, engineers and business leaders to help us scale our platform and transform the future of mining.

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### **Role Summary**

The Chief Financial Officer will be the primary architect of Alta's financial strategy, systems, and controls and will be critical in driving our rapid expansion and commercialization.

Reporting directly to the CEO and working closely with the executive team and Board of Directors, this role requires a dynamic leader capable of managing day-to-day financial operations while driving high-level strategic initiatives. Two key mandates for this role are developing collaborative project finance packages and previous experience leading a company through a successful exit. The ideal candidate will also have experience with public accounting and financial risk management.

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### **Key Responsibilities**

#### **Strategic and Functional Leadership**

- Serve as a key partner to the CEO and the executive team, providing financial perspective on fundraising, market expansion, and business model development.
- Ownership and accountability for the Finance and Accounting function of the Company, including direct management of internal and external resources including but not limited to Controller, Audit & Tax firms.
- Ownership and accountability for the Human Resources function of the Company, including direct management of internal Head of People and third-party resources such as Professional Employer Organization (PEO) and benefits providers including Company 401(k) plan.
- Collaborate with executive team to develop strategic, corporate partnerships with a diversity of up and downstream partners, as well as government entities.

- Drive initiatives for profitable growth, ensuring financial strategy aligns with operational goals and technological advancements.
- Communicate complex financial information clearly to the Board, investors, and other stakeholders.

### **Project Finance & Capital Management**

- Lead the structuring, negotiation, and securing of project-specific financing for large-scale projects with e-waste suppliers, mining companies, industrial partners and government entities.
- Develop robust financial models and conduct sensitivity analyses to assess the economic viability and risks of new projects.
- Manage the company's overall capital structure, optimizing the mix of equity and debt financing to support both corporate needs and specific project requirements.
- Work closely with operational and business development teams to develop project proposals, secure funding, close deals and ensure compliance with financing agreements.

### **Financial Planning & Analysis (FP&A) and Operations**

- Lead the Company's comprehensive financial planning, including annual budgeting, forecasting, and long-range strategic planning.
- Optimize cash flow and develop investment strategies to maximize returns on invested capital.

### **Financial Reporting & Compliance**

- Ensure all financial statements (P&L, Balance Sheet, Cash Flow) are accurate, timely, and fully compliant with GAAP/IFRS.
  - Lead monthly and quarterly corporate reporting.
  - Establish and enforce a robust system of internal controls and manage relationships with external auditors.
  - Oversee compliance with local, state, federal, international and eventual SEC reporting regulations.
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## **Qualifications**

### **Required**

- 10+ years leading corporate financial management
- Proven experience leading a company through a successful exit
- Extensive involvement with project finance, including with government partners
- Strong, collaborative decision-making capabilities
- Relevant experience scaling operations through different periods of company growth, including experience in VC or PE backed companies
- Excellent communications skills, including comfort presenting to public audiences
- Bachelor's degree in finance, accounting or related field

### **Preferred**

- Prior work as Chief Financial Officer
  - Prior work with a public accounting firm
  - Industrial experience in mining or extractive industries, such oil and gas, or other relevant field
  - Relevant graduate degree (MBA, MS in finance or accounting)
  - Certified Public Accountant
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## Key Traits for Success

- **Rigorous accountability:** Highly organized and experienced with best practices in public accounting and financial operations for VC and PE backed companies
  - **Creative, entrepreneurial mindset:** Uses previous experience to develop financial strategies for a rapidly developing business and industry sector
  - **Collaborative communicator:** Integrates work across R&D, project development, executive team, Board of Directors and public audiences
  - **Driven for rapid growth:** Aspires to build an industry leading technology company on a compressed timeline
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## Compensation & Benefits

The starting pay range for this position is \$275-325k, commensurate with educational background and work experience.

Benefits include:

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

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.

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## How to Apply

To apply, please email your resume and a cover letter (see below) to [talent@altatech.io](mailto: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 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.