



Alta Resource Technologies, Inc.

Operations Lead

Location: Boulder, CO

Reports To: VP of Engineering

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 **Operations Lead** to join our growing Engineering and Operations team. This role will support 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 and Maintenance experience working with process equipment such as pumps, compressors, tanks, instrumentation and controls. 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:

- Support development and implementation of Process Safety and relevant SHES procedures
- Develop and implement Operations and Maintenance procedures
- Develop the training plan for Operations and Maintenance teams
- Support the creation of a body of knowledge for the Operation of Alta's mineral separation process that will inform the design and operation of semiworks and commercial scale facilities
- Create an Operator succession plan
- Support Operational Readiness activities for the Demo plant

Plant Operation:

- Operate all equipment within the process from the PLC and/or the field
- Lead the Operations and Maintenance activities of the plant
- Manage the Permit to Work process
- Troubleshoot process and equipment related problems (including piping, tanks, pressure vessels, pumps, compressors, HVAC, instrumentation and controls)
- Mentor and train junior Operators
- Identify improvement opportunities to feed into the improvement pipeline
- Liaison with the plant Process Engineer and support groups to ensure all production requirements are available
- Support hiring activities for the plant
- Support and lead incident investigations

Technology Improvement:

- Contribute to technology improvement and optimization studies/projects
- Implement strategies developed by the Process Engineer and R&D teams
- Support design and Operational Readiness work for the Demo/Semiworks facilities

Other Responsibilities:

- Support development of Operational Standards
- Participation in conferences and events

Required Qualifications

- Technology Diploma, Bachelor of Science or equivalent with at least 2-4 years of experience operating industrial equipment such as pumps, compressors, valves, tanks, instrumentation and controls
- High School Diploma with at least 6-7 years of experience operating industrial equipment such as pumps, compressors, valves, tanks, instrumentation, and controls

- Mechanically inclined and can troubleshoot and fix equipment
- Ability to create and implement systems
- Ability to lead and train Operators

Preferred Qualifications

- Bachelor's in Chemical, Metallurgical, or Mechanical Engineering
- 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

Compensation & Benefits

The starting pay range for this position is [\$80,000- \$145,000], 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

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.