



Job Description

Title: Permitting Manager	Reports to: Environmental Director
Status: Full Time	Location: Lead, SD
FLSA: Exempt	Updated: 2/18/2026

Position Summary:

The Permitting Manager leads the site’s environmental compliance and permitting programs. This role ensures that all mining activities are conducted in accordance with federal, state and local environmental regulations and that necessary permits are secured and maintained. It integrates environmental stewardship into mine planning, operations, and closure to protect air, water and land resources while maintaining the mine’s social license to operate.

Essential Functions:

Permitting & Regulatory Compliance

- Lead environmental permitting across federal (e.g., Bureau of Land Management, U.S. EPA) and state agencies. Prepare permitting strategies, risk registers and compliance plans aligned with project milestones, ensure timely submission of applications, amendments and renewals, and track regulatory developments.
- Coordinate environmental impact assessments and NEPA processes. Provide oversight for technical studies required to support permits, such as geochemical characterization of waste rock and tailings, hydrogeologic studies (groundwater monitoring and pit-dewatering), surface water balance modeling, and baseline biological surveys.
- Ensure compliance with key U.S. environmental laws and permits. Understand how the National Environmental Policy Act (NEPA), Clean Air Act, Clean Water Act, Resource Conservation and Recovery Act, Toxic Substances Control Act and Superfund (CERCLA) regulate mining activities; apply this knowledge to develop and manage permits for air emissions, water discharges (NPDES), hazardous-waste handling, and chemical management. Recognize that EPA permits limit emissions/discharges and include monitoring and reporting conditions and understanding their Toxic Release Inventory (TRI) program.
- Monitor and report on permit compliance. Review and approve site reporting requirements; ensure all reports to regulatory agencies meet permit conditions and deadlines. Maintain accurate records and data from all analyses and tests.
- Represent the mine at regulatory hearings, public meetings and agency consultations. Serve as the company’s representative in meetings with permitting and compliance agencies and local officials. Participate in public meetings and respond to public comments on permitting documents.
- Identify regulatory risks and changes. Track changes in legislation and court decisions, evaluate impacts on operations and recommend strategies to mitigate risk.

Environmental Management & Monitoring

- Develop and implement environmental management systems (EMS). Establish policies and procedures to ensure compliance with federal, state and local regulations. Maintain environmental management systems during construction and operations.
- Oversee water, air and waste monitoring programs. Coordinate programs for surface and groundwater quality monitoring, dust and air-emission control, wastewater management,

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hazardous-waste disposal and waste-rock/heap-leach handling. Manage required permit programs for water quality, air quality and waste management (e.g., Title V, NPDES, RCRA).

- Conduct environmental audits and investigations. Evaluate compliance performance, investigate incidents and near-misses, ensure corrective actions are implemented and report findings. When necessary, conduct complex investigations and negotiate enforcement actions or settlements.
- Integrate environmental considerations into mine planning. Coordinate with mine planning, engineering and operations teams so that environmental requirements are incorporated into mine plans and design. Manage baseline studies and predictive modeling (acid-rock drainage, pit lake chemistry) and integrate findings into permitting and operating strategies.

Closure & Reclamation Planning

- Develop progressive and final reclamation plans and closure strategies. Align plans with geochemical predictions, hydrologic models and regulatory requirements. Contribute to Abandonment and Reclamation Obligation (ARO) estimates, surety bonding and financial assurance requirements.
- Coordinate reclamation and closure execution. Monitor progress, ensure compliance with permit conditions and adapt plans as necessary. Maintain stakeholder confidence by integrating closure strategies into engineering and permitting documentation.

Community Relations & Stakeholder Engagement

- Engage with local communities and stakeholders. Develop and implement communication and engagement plans; organize town halls and consultation sessions; build relationships with regulators, community leaders and indigenous groups. Support negotiation and implementation of community agreements and benefit initiatives.
- In partnership with the Community Relations team, may represent the company at public and stakeholder forums. Provide advice and presentations at regulatory hearings and public meetings. Communicate permitting progress and environmental risks to management and stakeholders.

Leadership, Management & Training

- Lead the site environmental team and manage consultants. Provide leadership and coaching to environmental personnel; oversee consultants and technical studies. Develop succession plans and ensure staffing aligns with operational needs.
- Budgeting and resource management. Establish and manage budgets for environmental programs, consultant contracts and reclamation surety estimates.
- Provide training and awareness programs. Develop environmental training, procedures and employee orientation programs to ensure that operations meet environmental policies and permit requirements.

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- Promote a culture of safety and environmental stewardship. Ensure accident prevention practices are maintained and that all environmental hazards, near-misses and incidents are reported and investigated.

Key Competencies

- **Quality Communication:** Communicates clearly and accurately to both environmental and non-environmental staff. Ensures understanding through concise explanations and timely updates.
- **Project Management:** Effectively organizes and tracks environmental tasks and projects to meet deadlines. Communicates progress and resolves issues proactively.
- **Time Management:** Prioritizes daily responsibilities to complete work accurately and on time. Balances multiple tasks efficiently to ensure time-certain deliverables are met.
- **Teamwork:** Collaborates positively with colleagues and contributes to shared goals. Builds strong working relationships through cooperation and accountability.
- **Drive / Facilitate Change:** Adapts readily to new systems, processes, and standards. Actively supports continuous improvement within the exploration function.
- **Planning and Organization:** Maintains organized and detailed records to ensure accuracy and accessibility. Plans work in advance to meet deadlines.
- **Maintain Work Standards:** Delivers consistent, high-quality work that adheres to company policies and accounting standards. Reviews all outputs for completeness and accuracy. Demands high standards and expectations to drive a zero accident culture.
- **Focus on Quality:** Demonstrates attention to detail in all environmental work to ensure data integrity. Identifies and corrects errors promptly to maintain high standards.

Training and Experience:

- **Education:** Bachelor’s degree in environmental engineering, environmental science, natural resources, hydrogeology or a related discipline. An advanced degree and professional registration (e.g., Professional Engineer) are desirable.
- **Experience:** 7-10 years of progressive environmental experience in the mining industry, including at least 5 years supervising staff and managing permitting/compliance programs. Experience with surface or open-pit gold operations, heap-leach processing and closure planning is preferred.
- **Regulatory Knowledge:** Comprehensive understanding of U.S. federal and state environmental laws (NEPA, CWA, CAA, RCRA, TSCA, CERCLA) and permitting requirements. Experience with NEPA environmental impact statements and state permitting frameworks (e.g., South Dakota Department of Agriculture and Natural Resources) is essential.
- **Technical Skills:** Practical knowledge of water and air quality monitoring, waste management, geochemical and hydrogeologic assessments, and environmental management systems. Experience with ISO 14001, ESG reporting and international



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standards (e.g., IFC Performance Standards) is preferred. Strong proficiency in Microsoft Excel and other MS Office applications.

- Strong leadership and organization skills with a high degree of adaptability and effectiveness.
- Ability to manage multiple priorities and meet deadlines in a fast paced environment.
- Strong communication skills with the ability to work collaboratively across departments.
- Demonstrated initiative, reliability, and commitment to learning and professional development.
- Capability to travel to sites as required.
- Ability to perform the essential functions of the position is required.

Physical Demands/Work Environment

- Ability to work in both the office and field environments
- Ability to stand and walk for extended periods during site visits and field inspections.
- Stand, walk, kneel, reach, and/or sit for extended periods of time (up to an entire shift) on uneven, wet, snowy, icy, muddy, slick ground or in various lighting while performing duties.
- Ability to sit for extended periods while working at a computer for data analysis, reporting, and planning.
- Regular use of hands and fingers to handle tools, computers, and technical instruments.
- Ability to safely lift up to 20 pounds occasionally (e.g. collecting and loading samples, handling field kits, etc.).
- Visual acuity required for reviewing detailed environmental reports, regulatory documents, and to judge distances during field inspections.
- Frequent interaction with team members, management, and other departments.
- May experience moderate noise levels from equipment and conversations.
- Irregular hours may be periodically required.
- Consistent adherence to confidentiality and data security standards.

Other Duties:

This job description is designed to cover a general list of activities, duties and responsibilities that are required for this position. Duties, responsibilities, and activities may change at any time with or without notice based on business needs.

Dakota Gold promotes a drug/alcohol-free work environment through mandatory pre-employment drug screening. To be considered for this position, please forward your resume to: careers@dakotagoldcorp.com.