

Environmental Advisor – VarDev S.A.

Role:	Environmental advisor (COR 213308)
Reports to:	Head of Environment
Location:	Certeju de Sus/Deva, Hunedoara County
Type:	Full-time
Start date:	ASAP

About VarDev

VarDev S.A. (the "Company") is a Romanian company focused on advancing the Certej Project - a mining project located in Certeju de Sus, Hunedoara County. The company maintains its main administrative office in Deva, where the finance department is located.

VarDev S.A. is 80.5%-owned by Varvara Development Group ("VDG") and 19.25% owned by MinVest S.A. – a state-owned company. Varvara Development Group Ltd. is a mining development company headquartered in British Columbia, Canada, dedicated to the safe, sustainable development of mineral assets. The group maintains offices in Canada, the Netherlands, the UK, and Romania. The group is backed by some of the international mining industry's most successful mine developers and institutional investors. VDG acquired the Company in October 2025 with the aim of bringing international best practices and new capital to the Romanian mining industry.

VDG is not currently listed on an exchange but has public reporting requirements as a *public issuer*. VDG will assess whether a public listing (in Canada, Europe or elsewhere) would be advantageous on an ongoing basis.

Certej Project

The historical Certej open-pit mine operated until its closure in 2006. Following privatization, more than US\$200M has been invested to assess the mineral potential and advance its development. The project has been recently redesigned to reflect input from local communities, non-governmental organizations, and other stakeholders.

The new Certej project will be designed in accordance with strict European Union standards for design, environmental management, construction, operations, and closure. The project is cyanide-free and incorporates best available technologies, including filtered tailings and a "progressive reclamation" approach. A key goal of the Certej project is to address the environmental damage caused by previous state-owned mining operations at the site.

The Role

As the Environment Coordinator you will support the Head of Environment by preparing reports, collecting and analysing data, and collaborating with team members in order to advance VarDev's permitting and environmental performance objectives.

Reporting to the Head of Environment, you will work as a member of the Environment Team to implement and maintain systems to collect, analyse, track and report on VarDev's environmental monitoring program. You will bring a solid understanding of environmental regulations and management practices in order to provide information to the Environment Team regarding environmental permitting requirements. You will also support the integration of findings from environmental studies and permitting documents into VarDev's permitting documentation, including by working directly with engineering, legal and social teams. You will have a crucial role in ensuring that environmental information is generated, analysed and reported in order to meet VarDev's commitments to environmental stewardship, transparency and accountability.

Key Responsibilities

Environmental Data Generation and Coordination

- Be responsible for coordinating the implementation and maintenance of data management systems and tools for the collection and analysis of environmental data, including environmental incident management
- Be responsible for reviewing environmental studies and permitting documentation to ensure that the environmental data presented is accurate and meets regulatory requirements
- Be responsible for identifying and analyzing environmental regulations and requirements and providing analysis to the Environment Team to support permitting and project design
- Support the production of environmental studies and reports by coordinating data and information sharing with consultants and partners
- Support the evaluation of environmental impacts identified through environmental studies and environmental permitting reports by performing data analysis and risk assessments
- Draft environmental management and mitigation plans in accordance with regulations and international standards
- Provide engineers and technical consultants with environmental data required to perform studies and technical evaluations
- Provide environmental data for stakeholder engagement and external reporting purposes to the Social Performance team.
- Be responsible for drafting environmental compliance reports for regulatory purposes and drafting internal environmental performance reports.
- Track environmental study and monitoring schedules and workplans and provide regular updates to management

Field Work Coordination

- Be responsible for drafting environmental stewardship procedures for exploration, field analysis, construction and operational works
- Be responsible for coordinating the implementation of physical (e.g. drilling water containment, spill kits, waste collection, seepage collection) and procedural (e.g. environmental inspection and field level risk assessment) controls
- Coordinate the installation and maintenance of environmental monitoring sensors, tools and systems within the environmental monitoring program

Qualifications & Experience

- **Experience and Education:**
 - ⇒ Preferably 5+ years of experience in environmental engineering or environmental management
 - ⇒ A university degree in environmental management, science, engineering or a related field is required
 - ⇒ Excellent organizational skills and attention to detail
 - ⇒ Previous experience working in heavy industry is an asset
- **Linguistic Skills:** Spoken and written fluency in both English and Romanian is essential.

Compensation and Benefits

- A competitive salary
- Performance bonuses (short-term incentive plan) – You will be eligible at the end of each calendar year, at the discretion and subject to the approval of the Board of Directors
- Private health insurance (part of group plan).
- The company will reimburse reasonable out-of-pocket expenses incurred in the performance of your work at all times in accordance with the company's expenses policy,
- Starting from 21 days of vacation per year, depending on total length of service in employment