

Water Expert VarDev S.A.

Job Title:	Water Expert
Reports to:	Environment Manager
Department:	Sustainability / Environment
Location:	Deva / Certeju de Sus, Hunedoara County
Type:	Full-time
Start Date:	As soon as possible

About VarDev

VarDev S.A. (hereinafter referred to as the "Company") is a Romanian mining development company focused on the safe, responsible and sustainable development of mineral assets in Romania. The Company's main administrative office is in Deva.

VarDev combines international mining expertise, North American and European investments, leading industry practices and Romanian identity. We are a team of Romanian and international professionals experienced in developing and operating safe, responsible and high-performing mining businesses around the world.

Our immediate focus is the development of the Certej project, located in Certeju de Sus, Hunedoara County, and other mineral opportunities in Romania, encompassing design, permitting, stakeholder engagement and construction. We see responsible mineral development as an opportunity to create lasting value for Romania — through investment, employment and skills development, local economic opportunities, government revenues and the responsible development of resources important to Romania and Europe.

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

At VarDev, safety, environmental stewardship, integrity, respect for our people and communities, and high standards of performance are fundamental to the way we work. We are building not only a mining project, but a team and an organization capable of delivering it responsibly and sustainably.

The Certej Project

Certej mine has a history dating back to the 18th century. Certej open pit operated until its closure in 2006. Following privatization, over USD 200 million has been invested in evaluating its mineral potential and continuing its development. The project has recently been redesigned to reflect input from local communities, non-governmental organizations and other stakeholders.

The new Certej project is designed in accordance with strict European Union standards for engineering, environmental management, construction, operations and closure. The project does not use cyanide and incorporates the best available technologies, including filtered processing tailings and a “progressive rehabilitation” approach. One of the Certej project’s key objectives is also to remediate environmental damage caused by previous state-run mining activities in the area. The revised project is currently at the permitting stage.

Job Description

The Water Expert is responsible for providing technical expertise and corporate oversight of water resources, hydrology and hydrogeology throughout the development, construction, operation and closure of the Certej mining project.

The position ensures that water-related aspects of project design, permitting, construction and operations are consistent with Romanian environmental and water-management legislation, applicable EU requirements, environmental commitments of the Company and the conditions established by the competent authorities.

The Water Expert works closely with Engineering, Mine Operations, Process, Tailings/Waste Management, H&S teams and colleagues from Sustainability department, as well as external consultants and competent Romanian authorities.

Key Responsibilities

1. Water Management, Hydrology & Hydrogeology

- Provide technical expertise on hydrology, hydrogeology, surface water and groundwater.
- Develop and maintain the Company's water management and monitoring framework.
- Identify and manage risks to water resources arising from mining, processing, tailings, waste rock and other project activities.
- Maintain oversight of the site water balance and water-related environmental risks.

2. Engineering & Project Development

- Provide water-related environmental input to feasibility studies, engineering design and project development.
- Review designs for drainage, dewatering, water collection, treatment, tailings, waste-rock and stormwater management.
- Ensure water-management solutions address Romanian regulatory requirements and the Company environmental commitments.
- Identify water-related design and permitting risks and recommend appropriate controls.

3. Environmental Impact Assessment & Permitting

- Provide technical input on water, hydrology and hydrogeology for EIA and other environmental documentation.
- Support preparation and maintenance of water-management permits, approvals and related documentation.
- Monitor compliance with water-related permit conditions and environmental commitments.
- Support engagement with Apele Române and other relevant authorities on water-related matters.
- Support Community Relations team on any their stakeholder engagement efforts related to water resources.

4. Construction Environmental Management

- Establish water-related environmental requirements and monitoring arrangements for construction.
- Monitor implementation of controls for runoff, sediment, dewatering, spills and potentially contaminated water.
- Review contractor compliance with water-related environmental requirements.
- Investigate water-related incidents or deviations and recommend corrective actions.

5. Operational Water Management & Monitoring

- Establish and oversee surface-water, groundwater and discharge monitoring programmes.
- Ensure monitoring data is reliable, properly interpreted and used to identify emerging risks.
- Monitor water quality, levels, flows and other relevant indicators against regulatory and project requirements.
- Coordinate investigation and response to exceedances, contamination or unexpected hydrological changes.

6. Compliance, Reporting & Continuous Improvement

- Maintain oversight of compliance with applicable Romanian and EU water and environmental requirements.
- Ensure required water-related regulatory reporting, records and compliance evidence are maintained.
- Support environmental inspections, audits and regulatory investigations.
- Recommend improvements to water-management practices based on monitoring results, operational experience and regulatory developments.
- Interact with community and social engagement project teams on water-related issues.

Key Interfaces

- **Environment Manager** – all aspects of the job
- **Sustainability VP** – environmental strategy, compliance and reporting
- **Community Relations** - interaction/integration with social performance and stakeholder engagement
- **Engineering & Project Development** – design, studies and project development
- **Mine Operations & Processing** – operational water management and controls
- **Tailings & Waste Management** – water balance, seepage and contamination prevention
- **Construction Contractors** – implementation of water-related environmental controls
- **External Consultants & Accredited Laboratories** – studies, monitoring and technical assessments
- **Apele Române & Other Competent Authorities** – permitting, reporting and regulatory matters

Qualifications and Experience

- University degree in Hydrology, Hydrogeology, Water Resources, Environmental Engineering, Civil Engineering or a related discipline.
- Typically 7+ years of relevant professional experience, preferably including mining, heavy industry, infrastructure or other large industrial projects.
- Practical experience with surface water and groundwater management, hydrological/hydrogeological assessment and environmental monitoring.
- Experience supporting environmental impact assessments and environmental/water permitting.
- Good knowledge of Romanian environmental and water-management legislation and applicable EU environmental requirements.
- Experience working with engineering and multidisciplinary project teams and translating environmental requirements into practical design and operational controls.
- Experience with water-quality monitoring programmes, environmental laboratories, data interpretation and regulatory reporting.
- Experience with mining, extractive waste, tailings or mine-water management would be highly desirable.
- Strong analytical, documentation, communication and stakeholder-management skills.
- Fluency in Romanian and English preferred.
- Romanian nationality / citizenship preferred.

Key Success Measures

- Water-related project designs and environmental controls meet applicable regulatory and project requirements.
- Required water-management permits, approvals and conditions are effectively supported and maintained.
- Water monitoring programmes provide reliable and timely information on environmental performance and emerging risks.
- Potential contamination or water-related environmental risks are identified and addressed proactively.
- Construction and operational activities remain compliant with water-related environmental commitments and permit conditions.
- Accurate and timely water-related regulatory reporting and documentation are maintained.
- Water-related environmental risks are effectively communicated to management and incorporated into project and operational decisions.