

COMPANY INFORMATION

Carbonova is a pioneering chemical and materials manufacturing startup on a mission to change the trajectory of our planet's future and foster a circular economy where waste and emissions are utilized as untapped resources. Through a novel chemical catalytic process, Carbonova is converting greenhouse gases (carbon dioxide and methane) into solid carbon products for everyday applications ranging from construction materials and plastics to electronics. Our commitment to environmental responsibility, innovation, and excellence positions us at the forefront of the green manufacturing revolution. As we continue to grow, we are seeking a dynamic and experienced Chief Operating Officer (COO) to join our leadership team.

POSITION INFORMATION

As the Chief Operating Officer at Carbonova, you will be instrumental in overseeing the day-to-day operations, optimizing our technology and manufacturing processes, and ensuring the efficiency of our sustainable production methods. The ideal candidate will have a deep technical expertise, a proven track record of senior operational leadership within the chemical, petrochemical, and materials manufacturing industry, particularly in sustainable new technologies. You will play a key role in driving Carbonova's mission to redefine materials and chemical manufacturing in a more environmentally friendly manner using our waste and emissions.

As Chief Operating Officer you will lead the organization through rapid expansion and scaling of manufacturing processes, including cost management, quality control, supply chain management, regulatory compliance, technology integration, environmental and sustainability initiatives, and talent acquisition and development. Your responsibilities will include leading the R&D, engineering, pilot scale and commercial manufacturing organizations.

The successful incumbent has in-depth technical knowledge and extensive manufacturing experience in chemical, materials, catalytic process, carbon capture/utilization technologies and is an accomplished people leader with the demonstrated ability to build and lead cohesive and highly productive teams. This individual is progressive, keen on the use of advanced technology, a strategic large-scale thinker, with knowledge of regional and global manufacturing buildout. The Chief Operating Officer will partner with the Chief Commercial Officer and Chief Executive Officer in planning and strategic decision-making efforts relative to processes critical for business and organizational success.

Effective communication and a collaborative leadership style will be essential to align operational activities with commercial milestones and overall business goals and strategies. The Chief Operating Officer operates in a dynamic start-up environment where change is constant. They are adaptable, flexible, innovative and driven, while grounded by logic, technical understanding, and manufacturing best practice. The Chief Operating Officer will prove a consistent partner and leader in problem solving and evaluation of time-sensitive and critical decision-making.

This position is based in Calgary, Alberta Canada and daily in-office work is required. Relocation assistance may be provided. The targeted base compensation for this position \$200-\$220K with annual bonus and long-term incentives.

For more information on the organization, visit <https://www.carbonova.com>

KEY RESPONSIBILITIES

Operational Leadership:

- Develop and implement operational strategies that align with Carbonova's sustainability goals and production targets.
- Lead and mentor a cross-functional team to ensure seamless collaboration across departments.
- Collaborate with research and development teams to facilitate the smooth transition of new products and technologies from development to manufacturing.
- Lead and manage the technical project pipeline, utilizing strong project management tools
- Build and lead skilled operational teams
- Foster a culture of innovation, collaboration, and continuous improvement.
- Provide mentorship and development opportunities for team members

Manufacturing Excellence:

- Oversee the manufacturing processes, focusing on efficiency, quality, and sustainability.
- Implement best practices for lean manufacturing and continuous improvement.
- Manage the end-to-end supply chain, from sourcing raw materials to delivering finished products.
- Identify and establish strategic partnerships with suppliers to ensure reliability and sustainability.
- Identify and mitigate risks related to the technology and manufacturing processes
- Ensure business continuity and minimize potential disruptions.
- Establish and enforce quality control standards to meet or exceed industry regulations and customer expectations.
- Implement quality improvement initiatives to enhance overall product quality.
- Develop and enforce safety protocols and compliance measures in accordance with industry regulations.
- Ensure that all manufacturing activities adhere to environmental and sustainability standards.

Strategic Planning:

- Collaborate with the executive team to contribute to the development and execution of the overall business strategy.
- Provide insights on operational capabilities and limitations that impact strategic decision-making.
- Act as a thought partner and business partner in strategizing long-range plans and share expertise and knowledge in a collaborative, results-driven approach.
- Be progressive in thought, use of technology, and maintain a positive interest in advancing the company.

CANDIDATE PROFILE

Education and Certification/License Credentials

Bachelor's degree in Engineering, Operations Management, or a related field. Advanced degree or MBA is a plus.

Functional Competencies

- 15+ years proven experience in operational leadership roles, in a manufacturing environment.
- In-depth technical understanding of sustainable manufacturing practices, carbon capture and carbon nanofiber technologies.
- Exceptional leadership and team management skills with a proven ability to lead and motivate teams, fostering a culture of collaboration, accountability, and innovation. Experience in talent development and succession planning.
- Excellent problem-solving and decision-making abilities.
- Demonstrated ability to develop and execute strategic and implementation plans to achieve operational goals and objectives aligned with overall company strategy.
- Familiarity with industry regulations and compliance standards.
- Proven experience in buildout and startup of multiple manufacturing sites.
- Solid financial management skills, including budgeting, cost control, and the ability to drive financial performance improvements.
- Strong communication skills, including the ability to effectively communicate with executives, cross-functional teams, and external partners.
- A commitment to workplace safety and experience in implementing and maintaining safety programs.

Skills and Knowledge

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| <ul style="list-style-type: none">• Compliance Management• Operations Management• Organizational Change Management• Regulatory Environment• Resource Planning• Risk Management• Organizational Goal Setting | <ul style="list-style-type: none">• Strategic Planning• Operational Policy Development• Budgetary Controls• Presentations/Presenting• Team Building• ERP Systems |
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Personal Characteristics

- Ability and interest in leading early professionals
- "Roll up your sleeves" mentality
- Interest in engaged participation as part of executive team