



**Carbon
Lock
Tech**

Lead Facility Development Engineer

Position Summary

- Position: Lead Facility Development Engineer
- Project: Ritchot Biochar Demonstration Facility
- Location: Saint Adolphe
- Type: Full Time, Permanent
- Benefits: Health and Dental Plan
- Pay: We will be competitive, commensurate with experience
- Apply here: <https://www.carbonlocktech.com/work/project-development-engineer>

Position Overview

Carbon Lock Tech is seeking an experienced engineer to lead development of a first-of-a-kind organic waste-to-biochar facility in Saint Adolphe, Manitoba. This hands-on role will turn the project plan into an operating demonstration facility by coordinating site development, permitting, utilities, procurement, construction, commissioning, startup, and operations. The role works closely with Carbon Lock Tech's technology development teams, external contractors and suppliers, regulators, utilities, and project partners. Significant time will be spent on-site managing contractors, solving problems, installing equipment, commissioning systems, and ensuring reliable operations. If you are as comfortable with a wrench in your hand as a mouse, this might be the position for you.

Key Responsibilities

- Lead development, construction, commissioning, and startup of Carbon Lock Tech's demonstration-scale biochar facility at the Mid Canada Landfill.
- Coordinate site preparation, infrastructure, utilities, permitting, approvals, and regulatory compliance.
- Manage contractors, suppliers, consultants, EPC partners, regulatory partners and landfill operators.
- Procure, install, and integrate feedstock pre-processing, material handling, pyrolysis, storage, and shipping systems.
- Serve as the primary on-site engineering lead, resolving technical, construction, commissioning, and operational challenges while establishing safe, reliable operations.
- Generate performance data through startup, testing, optimization, and operations to support technology validation, continuous improvement, and future deployments.

Qualifications

- Bachelor's degree in mechanical, civil, agricultural, environmental, industrial, or a related engineering discipline (required)
- Professional Engineer (P.Eng.) designation in Canada, or eligibility to obtain registration (required)
- Minimum 5 years' experience developing, constructing, commissioning, operating, or maintaining industrial facilities or process systems (required)
- Strong understanding of industrial equipment, utilities, construction, facility development, and field execution
- Willingness to spend substantial hands-on time on site during construction, commissioning, startup, and troubleshooting
- Ability to manage contractors, vendors, consultants, external stakeholders, schedules, and competing priorities
- Strong troubleshooting, problem-solving, and decision-making skills in dynamic field environments
- Comfortable working independently in a fast-paced startup where ownership, initiative, resourcefulness, and adaptability are expected

Asset Qualifications

- Experience in waste management, biomass processing, energy systems, manufacturing, mining, agriculture, or related industrial sectors
- Experience with municipalities, regulators, utilities, landfill operators, or environmental permitting
- Experience with first-of-a-kind, pilot, demonstration, scale-up, or commercialization projects
- Experience commissioning agricultural or industrial process equipment, including material handling, thermal processing, pyrolysis, or similar systems

Expected Outcomes

By the end of the project the Facility Development Engineer will have:

- Obtained required permits and utility connections
- Coordinated construction of the demonstration facility
- Installed and integrated feedstock pre-processing and pyrolysis systems
- Successfully commissioned and started facility operations
- Established safe and repeatable operating procedures
- Generated operational data to support future commercial deployments

Working at Carbon Lock Tech

Carbon Lock Tech is a cleantech startup developing patented pyrolytic reactor technologies that convert biomass and organic waste into stable biocarbon. We work in a fast-moving area of climate technology with significant technical, commercial, and environmental potential. We are a small, ambitious team building a first-of-a-kind biocarbon facility in Manitoba, not a large corporation with rigid structures, support departments, or fixed methods. We move quickly, solve difficult problems, take ownership, and rely on practical, hands-on approaches. Success here depends on innovation, resourcefulness, initiative, and a willingness to figure things out.