

DIRECTOR
EXTERNAL RELATIONS AND REGULATORY AFFAIRS
SOUTH WEST ARKANSAS PROJECT (SWA)

Location: Hybrid-Houston TX

Employment Type: Full-time

JOB OVERVIEW

We are seeking a leader with project experience in External Relations and Regulatory Affairs, responsible for overseeing external engagement, stakeholder relations, and regulatory compliance activities related to our South West Arkansas (SWA) project, in Lafayette County AR. This role is critical in shaping regulatory strategy, influencing policy development, and supporting the successful execution of the SWA project.

In your role as Director, External Relations and Regulatory Affairs, you will act as an external-facing representative for the project, coordinating with the project team, regulatory bodies, community partners and industry stakeholders.

This is a Hybrid position based in Houston, TX. Routine collaboration across project/field offices is required as well as periodic travel to project sites.

KEY RESPONSIBILITIES

- Provide leadership, coordination and support across all external relations, communications, and regulatory workstreams during the execution phase of the project through handover to Operations.
- Lead the community relations and communications teams.
- Lead the regulatory and environment team, working closely with the HSE Manager and team.
- Interface with the execution contractor's community and external relations teams involved in the project.
- Provide technical support to regulatory and community relation teams.
- Work collaboratively with the Corporate Director of Government Relations.
- Support and ensure the development of consistent key messaging related to the project across all stakeholders including community, contractors and government.
- Represent issues related to communications, engagement and regulatory aspects of the Project at the leadership level.
- Accountable for successful delivery of community relations and community benefits programs.
- Manage the Community Development budget up to the Board-mandated DOA.
- Ensure full compliance with regulatory requirements.
- Lead all regulatory and permitting processes and tribal engagement if required.
- Manage implementation of Environmental and Social management plans, programs and initiatives.
- Align regulatory, stakeholder, and communications priorities with organizational goals.

- Work with the Project Director, Operations, Engineering and Government Relations, and other project teams to ensure consistency in communications, messaging and environmental approach across workstreams.
- Support Project leadership with the resolution of community and stakeholder grievances.
- Support collaboration across workstreams while enabling the supporting team to provide effective discipline leadership.
- Partner with the Procurement and Contracts group to incorporate regulatory, environmental and social license requirements into contracts.
- Additional ad hoc communication and regulatory activities required to support the project delivery in accordance with schedule and budget.

REQUIRED QUALIFICATIONS AND EXPERIENCE

- Bachelor's degree in business, Public Affairs, Engineering, Environmental Science, Communications, or a related field; advanced degree an asset.
- Minimum 15+ years of progressive experience in regulatory compliance, external relations, and/or corporate affairs.
- Project Management Professional (PMP) designation, Certified Regulatory Compliance Manager (CRCM), ESG certifications an asset.
- Deep understanding of regulatory frameworks, relevant legislation, permitting processes, compliance obligations and policy requirements.
- Demonstrated experience building and maintaining relationships with regulators, landowners and community stakeholders.
- Familiarity with environmental and social governance (ESG) compliance, health and safety regulations, and land access frameworks.
- Strong knowledge of US and environmental statutory requirements, regulations, standards, and best practices.
- Excellent communication and interpersonal capabilities both internally and externally, across communities and stakeholders.
- Strong analytical and critical thinking skills, with a proactive approach to risk management.
- Comfortable with ambiguity and uncertainty; the ability to adapt nimbly and lead others through complex situations.
- A leader viewed by others as having a high degree of integrity and forethought in their approach to making decisions; the ability to act in a transparent and consistent manner while always considering what is best for the organization.
- Upholds the highest standards of ethics in regulatory interactions, strengthening community and stakeholder engagement.
- Curious and willing to explore and understand new technologies and innovative practices.
- Comfortable working remotely and ability to travel as required.
- Competent in using relevant software like MS Office and other business and communication platforms.
- Ability to support multiple projects of diverse sizes and complexity.



WHY JOIN US

This is an opportunity to contribute to the development of a new critical mineral value chain in the US. With a team of more than 100 professionals across Canada and the U.S., we have built a culture defined by collaboration, integrity, and innovation. Our people are our greatest strength, committed to delivering excellence every day. Become part of a company shaping the future of sustainable lithium production in America.

ABOUT STANDARD LITHIUM

Standard Lithium is a publicly traded lithium company focused on advancing multiple lithium brine projects in the southern United States to support a new era of domestic US lithium production in support of the global energy transition. We believe the future of North American energy security can be unlocked through the innovative development and use of technology in a responsible way, as evidenced by our long-term operation of an industrial-scale Direct Lithium Extraction (DLE) demonstration plant in southern Arkansas. Standard Lithium has joint listing on the TSC Venture Exchange and the NYSE American under the trading symbol “SLI”; and on the Frankfurt Stock Exchange under the symbol “S5L”. For more information, please visit the Company’s website at <https://www.standardlithium.com>.