



SUBLIME

S Y S T E M S

Head of Project Development and Strategic Sourcing Sublime Systems

444 Somerville Ave
Somerville, MA, 02143

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Background & Overview

Sublime Systems is a technology company commercializing affordable, ultra-low-carbon cement. Sublime's breakthrough replaces the industry's legacy fossil fuel-fired kilns with an electrochemical system that operates at ambient temperature, eliminating the use of fossil fuel and the need for limestone, resulting in low-carbon, low-embodied energy cement. This technology has the potential to drive gigaton-scale CO₂ reductions in an industry responsible for 8 percent of global emissions. Sublime is backed by mission-aligned investors, including The Engine, Prime Impact Fund, Energy Impact Partners, and Lowercarbon Capital. We are building a diverse and collaborative team of folks who are "amped about cement" (pun intended), who share our values (excellence, creativity, and teamwork), and our motivation to create a better world.

Position Overview

This is an exciting opportunity to transform how the world makes cement. Sublime Systems seeks a commercial leader to manage project development and siting efforts for the company – starting with its demo plant, followed by the first full-scale commercial plant, and future plants. You will be responsible for building a project development and strategic sourcing team to support this expansion.

Responsibilities include:

- Leadership mentality: highly motivated, able to set aggressive goals for self and department and meet goals.
- Accountable: methodically organized, transparently reporting on progress and collaboratively adjusting approach when facing bumps in the road



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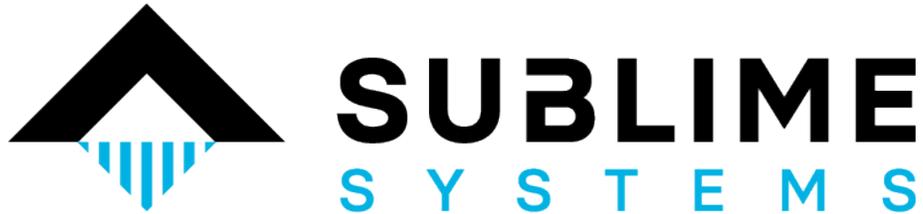
- Humble/self-aware: easy to work with, able to give and receive feedback constructively and respectfully.
- Technical orientation: while an engineering education is not required, the ability to thrive in a technical environment and speak engineering languages fluently is critical
- Strategic orientation: capable of helping iterate on corporate and go-to-market strategy based on learning from the market, identifying partnership archetypes that would help accelerate the business and go into the market and acquire them.
- Analytical: able to understand and model value creation for customers, help assess and set optimal pricing, and let numbers drive discussions.
- Resourceful: Able to thrive in an unstructured environment where supporting resources may not be readily available and must be identified and set up.

Knowledge and Skill Requirements

Requirements include:

- Deep expertise in greenfield industrial/energy project development in related industries (cement, mining, advanced biofuels, solar/wind) in the United States and Canada, and ideally also internationally.
- Well-versed in project finance and structured finance, having completed transactions with funding sources up and down the capital stack (senior, mezzanine, junior debt, equity, grants, muni bonds, etc).
- Strong relationships with institutional capital markets (debt/equity) to procure conventional and innovative sources of funding for Sublime's plants
- Strategic sourcing of key input technologies, equipment, feedstocks, and other components required for construction and ongoing operation. Able to proactively manage sourcing risk and effectively react and adapt to inevitable irregularities and hiccups.
- Management of siting and permitting processes, including interactions with economic development agencies, permitting agencies (air/water/etc) at all levels (local/state/federal), zoning boards, and any other entities required to obtain site control and make a site shovel-ready.
- Comfort working with internal and external project engineering & EPC firms to scope and size projects
- 5+ years experience in project development, with a component of strategic sourcing
- [Preferred] Experience working in a start-up company environment

Sublime Systems is proud to be an Equal Opportunity Employer



All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, national origin, disability, protected veteran status, or any other characteristic protected by law.

Research suggests that qualified people from historically marginalized groups may self-select out of opportunities if they don't meet 100% of the job requirements. We encourage individuals who believe they have the skills necessary to thrive to apply for this role.

Your Right to Work

In compliance with federal law, all persons hired will be required to verify identity and eligibility to work in the United States and to complete the required employment eligibility verification document form upon hire.

Referral of successful candidates will be rewarded!