



Completions Manager

Baytex has an excellent opportunity for a **Completions Manager** which will report to the Chief Operating Officer. Based in Calgary, the successful candidate will be safety and efficiency-focused with experience in all aspects of Completion Operations including heavy oil, light oil, unconventional and ARO operations.

Success in this role will be measured by the ability to work in an organized and energetic way as part of a large team balancing the strategic direction of asset development with the safe execution at the field level.

Responsibilities:

- Lead all completions activities, responsible for the supervision of employees plus the contractor base
- Champion safe operating practices ensuring compliance with Baytex's HSE & Regulatory requirements
- Establish and maintain excellent working relations with vendors, internal departments, field teams, regulators, competitors and our community of stakeholders
- Cultivate relationships in the field and office including time spent in the field
- Work closely with subsurface and development teams for execution of completion activities aligned with development strategies
- Guide the Baytex ARO program and ensure the efficient execution of Baytex's ARO commitment of '0 by 2040' (reduce our inactive well inventory to 0 by 2040)
- Pursue, evaluate and drive out new technologies with a dedication towards continuous operational improvement and improved capital efficiency
- Lead and direct strategic procurement activities
- Lead the team in preparation and communication of all aspects of completions including AFE's, programs, performance tracking, peer benchmarking, invoicing and project lookbacks
- At times, supervise completions operations and assist the team
- Communicate and help senior management think about key risks and operational issues both acute and long-term in nature
- Provides leadership and mentoring of direct and indirect reports
- Meet deadlines and advance multiple projects concurrently as needed

Qualifications:

- Bachelor's degree in engineering with a minimum of 15 years of experience in completions engineering and some formal leadership
- Ability to translate strategies into business objectives for several teams and to establish priorities
- Track record of providing leadership and direction to a large geographically diverse team
- Ability to collaborate with multiple teams focusing on successful strategic outcomes

- Excellent interpersonal and written communication, organization and analytical skills
- Ability to meet deadlines and advance multiple projects concurrently
- Ability to work independently and effectively with a diverse group
- Knowledge in other oil and gas business functions (Production, Reserves, Regulatory & Land Operations etc.)

Skills / Knowledge:

- Must have a proven track record in effectively leading teams in navigating and adhering to best practices in safety and sustaining disciplined cost-effective requirements, while upholding government regulations
- Experience working with a high performing fast-paced team required
- Advanced computer skills including Microsoft office, wellview and data analysis tools
- A drive for continuous improvement to continue to advance the completions organization and ensure it is thriving into the future

If you are interested in applying for this position, please submit your resume clearly indicating the job title by September 30, 2024 to resumes@baytexenergy.com

Why choose Baytex:

- Because we Care about our people and their success
- We have an exciting flexible work program called Bayflex
- We support training and professional development to help advance your career
- Competitive compensation, bonus and incentive award programs
- Comprehensive benefits package, including a Flex Spending Account
- Generous employer-matched savings plan
- Vacation, flex, and designated office closure days

We thank all applicants for their interest; however, only those candidates selected for an interview will be contacted. No telephone calls please.