



Business Development Engineer Full-time, based in Calgary, Alberta

Baytex Energy Corp. (the “Company” or “Baytex”) is a public company based in Calgary, Alberta, engaged in the acquisition, development, and production of crude oil and natural gas in Western Canada. For more information, please visit <http://www.baytexenergy.com>.

Baytex Energy invests in its staff, offering competitive health and wellness programs and performance incentives.

We are actively seeking an experienced **Business Development Engineer** to join our Corporate Development Team. Reporting to the Director, Corporate Development, the successful applicant will be an aggressive value hunter, who can identify, assess, and present strategic opportunities that bring value to our company and its shareholders. This role offers significant autonomy, direct access to leadership, and the chance to own important work end-to-end.

Attributes of the successful applicant:

- Self-motivated individual who can proactively identify opportunities that are both in and out of market based on targeted acquisition criteria and KPI's.
- Excels at operating in a multi-disciplinary environment and works collaboratively with the Asset Teams to support effective evaluations.
- Detail-oriented with prior technical and operational experience in the evaluation of oil and gas assets.

The Role:

- Conduct detailed analysis to ensure evaluations accurately reflect long-term asset performance.
- Enhance evaluation processes to allow for effective and efficient decision making.
- Prepare and deliver presentations to internal stakeholders.
- Maintain an understanding of the M&A&D market and undertake periodic peer benchmarking.
- Serve as project manager for business development projects.

Qualifications:

- Minimum of 10 years of oil and gas industry experience in asset exploitation and development or business development / A&D. Prior work experience in the WCSB with a focus on heavy oil MLHZ, EOR and/or unconventional development is considered an asset.
- Solid foundation in discounted cash flow and reserves analysis.
- Strong understanding of economic evaluation methodologies, including:
 - Decline curve, volumetric, and type curve analysis.
 - Reservoir recovery potential (infill drilling, EOR, and optimization strategies).
 - Facility/marketing cost structures, constraints, and opportunities.
 - Drilling and completion costs and competitor benchmarking.
 - Operational synergies and process optimization.
- Experience organizing, processing, and drawing conclusions from large datasets.
- Strong critical thinking skills and a proactive approach to identifying opportunities.
- Strong interpersonal skills with the ability to effectively collaborate and build consensus in a high-pressure environment.
- Proficiency in Excel, ValNav, Geoscout, Power BI and Data Analytics is an asset.
- Effective communication skills (both written and oral) for interaction with internal stakeholders, both technical and management.

Education and Experience:

- Professional Engineering designation.
- Financial designation or other related coursework is preferred.

Interested and qualified applicants may submit their resume in confidence to: resumes@baytexenergy.com.

Closing date: March 15, 2026

Why Choose Baytex:

- Because we Care about our people and their success.
- 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.

Baytex thanks all applicants for their interest; however, only candidates chosen for an interview will be contacted.