



## Commodity Marketing Manager 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.

Baytex Energy is seeking a senior, actively engaged **Commodity Marketing Manager** to lead its marketing function. The successful candidate will be responsible for commercialization of our crude oil, NGL and natural gas production and drive netback optimization across a diversified portfolio of assets in Western Canada. This role reports to a member of the executive team, works closely with operations and finance, and exercises significant commercial decision-making authority within approved risk and governance frameworks.

### Key Responsibilities:

- Work closely with operations and commercial counterparties to coordinate sales and maximize netbacks through pricing strategy, quality and grade optimization, transportation and storage decisions, and commercial term optimization.
- Build and maintain strong, trusted relationships with customers and commercial counterparties, and lead the internal alignment required to execute commitments.
- Lead negotiation, execution, and lifecycle management of spot and term sales agreements, ensuring alignment with internal and commercial risk controls.
- Develop and communicate a clear commodity market view including fundamentals, differentials, quality economics, downstream demand, and constraints.

### Additional Responsibilities:

- Execute the corporation’s hedging strategies in-line with Baytex risk management and credit policies.
- Develop and maintain regular market fundamental reports to support hedging and marketing activities.
- Lead bi-weekly Risk Committee meetings.
- Generate and maintain corporate price decks (proficiency with Bloomberg is an asset).
- Provide pricing analysis and market fundamentals to support major marketing initiatives and M&A activity.
- Serve as the primary point of contact for Finance regarding pricing updates.
  - Liaise with Finance on counterparty credit exposure and creditworthiness, including preparation and maintenance of quarterly credit reports.
  - Maintain and administer contracts, including: term agreements, transportation service agreements (TSAs), ISDAs and Hedge contracts.
- Liaise with internal and external SOX control persons, providing documentation as required.
- Provide backup coverage to the Market Representative when away from the office, including gas control, crude scheduling, revenue and accruals, and data retrieval.

### Qualifications:

- Bachelor’s degree in Business, Economics, Engineering, or a related discipline.
- 12 years of experience with physical and/or financial commodity marketing, commercial execution, or trading environments, preferably with an upstream producer operating in Western Canada.

- Specific experience with heavy oil marketing is considered an asset.
- Deep understanding of commercial value drivers including netback optimization, pricing and differential analysis, quality and grade economics, transportation, storage, and contract terms.
- Strong relationship leadership with a demonstrated ability to build trust with customers and internal stakeholders.
- Experience managing spot and term commercial agreements.
- Strong analytical capability and sound judgment, with the ability to make timely decisions in fast-paced, high-accountability environments with material financial impact.

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

**Closing Date:** April 23, 2026

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