Sr. Thermal 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.

Reporting to the SVP & General Manager, Heavy Oil Business Unit, **Sr. Thermal Engineer** will be principally responsible for the advancement of the company's Gemini steam assisted gravity drainage ("SAGD") project. The successful candidate will have a deep technical, operational and regulatory background in thermal recovery, in addition to a strong commercial foundation.

The successful applicant's role and attributes will include but are not limited to:

- Rigorous and entrepreneurial thermal professional engineer capable of leading the evaluation and overall advancement of a greenfield SAGD project from concept to full commercial operation.
- Excels operating in a multi-disciplinary environment and working collaboratively with the broader asset and functional teams to drive exceptional results.
- Self-motivated and fully capable of independently functioning as the chief technical professional and development project lead.
- Responsible for identifying, actioning and managing ancillary team resourcing needs appropriately with project progression.
- Performing detailed reservoir analysis and production, recoverable reserves and comprehensive development plans and economics forecasts including sensitivities relating thereto.
- Once operational, monitoring and evaluating reservoir performance and optimizing production and resource recovery.
- Ensuring compliance with all applicable regulatory approvals and directives. A strong understanding of the Alberta Energy Regulator's ("AER") framework and relevant directives is a necessity.
- Strong capability relating to other key project aspects such facility infrastructure, drilling and completions, midstream/marketing, regulatory and stakeholders, etc.
- Preparing and delivery of clear and effective presentations to various internal and external stakeholder groups as required for project evaluation and advancement.

Qualifications and Experience:

- Minimum of 15 years of direct and relevant SAGD engineering and operations experience.
- Highly effective working both independently and as part of a multi-disciplinary team.
- Excellent analytical, organizational, interpersonal, communication and presentation skills.
- Ability to manage time effectively and produce results under established timelines.
- Proficient in the use of Geoscout, ValNav, Excel, CMG STARS, Power BI and other relevant applications.

Education:

- B.Sc. or M.Sc. degree in Engineering from a recognized institution.
- APEGA professional status.

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

Closing date: March 31, 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.