



## Drilling & Completions Manager – Full-time, Calgary, Alberta

Baytex has an excellent opportunity for a **Drilling & Completions Manager** who will report to the Chief Operating and Sustainability Officer. Based in Calgary, the successful candidate will be safety and efficiency-focused with experience in all aspects of D&C Operations including multilateral drilling, deep basin drilling and complex multistage completions.

The candidate will work closely with the technical teams to provide a holistic approach to the development of our asset portfolio. 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 drilling and completions activities, responsible for the supervision of employees plus the contractor base supporting the program
- Champion safe operating practices ensuring compliance with Baytex's HSE & Regulatory requirements and programs
- 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 holistic execution of drilling and 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)
- Execute our capital program ensuring ESG goals and targets are met for emissions and fresh water usage
- Pursue, evaluate and drive out new technologies with a dedication towards continuous operational improvement, innovation and cost savings
- Lead and direct strategic procurement activities
- Prepare and communicate all aspects of drilling and completion programs including AFE's, programs for field execution, performance and tracking, peer benchmarking, invoicing and project reviews
- Supervise drilling and completions operations and assist superintendents
- Communicate and help the 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 degree in engineering with a minimum of 15 years of experience in drilling and completion engineering with a minimum of 5 years in a formal leadership role
- 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 stay composed, troubleshoot and make critical decisions in unplanned and stressful events
- 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

If you are interested in applying for this position, please submit your resume clearly indicating the job title and job code by September 30, 2022, to [resumes@baytexenergy.com](mailto:resumes@baytexenergy.com)

Job Code: CL007-4

**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