



Drilling Superintendent 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>.

We are actively seeking an experienced and safety-focused **Drilling Superintendent** to join our Drilling team. The successful candidate will play a key leadership role in planning, executing, and optimizing drilling operations while ensuring the highest standards of safety, environmental stewardship, operational excellence, and cost management.

This position is responsible for overseeing multiple drilling programs, coordinating with field and office teams, managing contractor performance, and ensuring wells are delivered safely, efficiently, and within budget.

Key Responsibilities:

- Provide leadership and oversight for all drilling operations from planning through execution and rig release.
- Ensure all drilling activities are conducted in accordance with company policies, regulatory requirements, and industry best practices.
- Develop and review drilling programs, procedures, and operational plans.
- Monitor daily drilling performance, identify improvement opportunities, and implement corrective actions when required.
- Manage drilling budgets, forecasts, and cost tracking to achieve financial objectives.
- Collaborate with Geology, Reservoir, Completions, Production, Land, and Regulatory teams to support business goals.
- Oversee drilling contractors, service providers, and third-party vendors to ensure safe and efficient execution.
- Lead incident investigations, root cause analyses, and implementation of corrective actions.
- Maintain strong focus on health, safety, environment, and regulatory compliance.
- Monitor key performance indicators (KPIs) and drive continuous improvement initiatives.
- Support emergency response activities and operational risk assessments as required.
- Mentor and develop drilling engineers, field supervisors, and operational staff.

Qualifications:

- Professional Engineer (P.Eng.) designation or eligibility is considered an asset.
- Minimum 10-15 years of oil and gas drilling experience.
- Minimum 5 years in a supervisory or leadership role overseeing drilling operations.
- Strong experience with horizontal drilling programs in unconventional resource plays.
- Demonstrated expertise in drilling design, well planning, and execution.
- Comprehensive knowledge of drilling equipment, directional drilling, well control, and drilling fluids.
- Strong understanding of Alberta and Canadian regulatory requirements.
- Proven track record of delivering wells safely, on schedule, and within budget.

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

Closing Date: September 18, 2026

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