Geologist – Thermal (SAGD)
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.

Reporting to the Manager, Thermal, the **Intermediate to Sr. Geologist – Thermal (SAGD)** will be the lead geoscience professional supporting the advancement of Baytex's thermal assets and SAGD opportunities, including Gemini steam assisted gravity drainage ("SAGD") project. The successful candidate will bring strong oil sands and thermal reservoir characterization experience and will work closely with engineering, drilling, regulatory and operations teams to take the project from evaluation through development and commercial operation.

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

- Lead geological characterization of the Gemini thermal resource, including stratigraphic correlation, facies and reservoir-quality mapping and assessment of mudstone barriers, lean zones, top gas, bottom water and caprock.
- Build and maintain geological models supporting reservoir simulation, forecasting, development planning, well design, reserves and investment decisions.
- Plan and integrate delineation programs, including core holes, observation wells, coring, logging, core analysis and seismic data, to resolve uncertainties material to development and FID.
- Integrate geological, geophysical, pilot and reservoir-performance information to define reservoir architecture, quality, continuity and development risk.
- Provide geological leadership for SAGD development planning, including pad configuration, well-pair placement, development sequencing and recoverable-resource assessment.
- Lead geological input into detailed SAGD well design and execution, including target selection, pre-drill prognosis, lateral placement, geosteering and operations geology support.
- Provide geological leadership for source-water and disposal-well evaluation, subsurface characterization, location selection and well planning.
- Support AER scheme applications, amendments and performance reporting, including geological input to reservoir containment and caprock integrity assessments.
- Establish the geological surveillance framework for start-up and commercial operations and integrate observation-well, temperature and pressure, production and seismic data to assess steam-chamber development and conformance.
- Update geological interpretations and models using drilling and operating results to support reservoir management, production optimization, future development and resource recovery.
- Work as an integral member of the multidisciplinary Thermal team across reservoir engineering, geophysics, drilling, completions, facilities, projects, operations, regulatory and land.
- Clearly communicate geological risks, uncertainties, development alternatives and recommendations to technical teams and senior management.

Qualifications and Experience:

- Minimum 10 years of petroleum geology experience, including significant direct thermal experience across SAGD development planning, execution and operations.
- Strong experience in oil sands core description, log interpretation, stratigraphic correlation, reservoir-quality mapping and geological modelling.
- Demonstrated ability to translate geological interpretation and uncertainty into SAGD development decisions, including pad layout, well placement, development sequencing and resource recovery.
- Experience integrating geological models with reservoir simulation, forecasts and SAGD performance interpretation.
- Experience planning thermal delineation programs and integrating core, log, observation-well and seismic data.
- Demonstrated experience in SAGD well planning and execution, including target definition, well placement and geosteering.
- Experience carrying geological interpretations through drilling, start-up and commercial operations is strongly preferred.
- Strong understanding of geological controls on SAGD performance, steam-chamber development, conformance and resource recovery.
- Working knowledge of Alberta Energy Regulator requirements applicable to in situ thermal development, reservoir containment and caprock integrity.
- Strong knowledge of Western Canadian thermal developments and the relationship between reservoir geology and SAGD performance.
- Demonstrated ability to independently lead geological work while collaborating effectively within a multidisciplinary development team.
- Strong analytical, organizational, communication and presentation skills, with demonstrated ability to deliver quality technical work within project timelines.
- Proficiency with GeoSCOUT and relevant geological interpretation, mapping and modelling applications

Education:

- B.Sc. or M.Sc. degree in Geology from a recognized institution.
- APEGA professional status (P.Geo.).

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

Closing date: December 11, 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.