Reservoir / Production Engineer - Thermal
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 is seeking an experienced **Senior Reservoir / Production Engineer** to join our Thermal team. The successful candidate will provide reservoir and production engineering expertise supporting the evaluation, development and optimization of Baytex's thermal assets and SAGD opportunities, including Gemini steam assisted gravity drainage ("SAGD") project. This role combines reservoir management and production optimization and will work closely with Geoscience, Drilling & Completions, Facilities and Operations to maximize asset value and resource recovery.

Primary Responsibilities:

- Lead reservoir and production engineering evaluations supporting Gemini development planning, FID, execution, start-up and ongoing operations.
- Integrate reservoir characterization, pilot performance, analogue data and reservoir simulation into the subsurface development basis and identify key uncertainties affecting development decisions.
- Support evaluation of SAGD development alternatives, including well and pad configuration, well spacing, lateral lengths, operating strategies
- Develop and maintain well, pad and field-level production forecasts to support development planning, facility design, reserves, economics, budgeting and long-range planning.
- Provide reservoir and production engineering input into SAGD well design and planning
- Work closely with the team to develop integrated well and pad designs that balance reservoir performance, constructability, capital efficiency and long-term operability.
- Lead production engineering input into artificial lift strategy and design, including technology selection, operating envelopes and expected performance
- Support detailed engineering and project execution through drilling, completions, construction and commissioning, ensuring reservoir and production requirements are incorporated into well and facility design.
- Develop SAGD life-cycle operating strategies, including steam injection, pressure management, subcool, production constraints and artificial lift operation.
- Establish reservoir surveillance, well-performance and production-optimization strategies in preparation for commercial operations.
- Monitor, analyze and evaluate SAGD reservoir, well and pad performance to optimize production, steam utilization and resource recovery.
- Support well interventions, workovers and optimization activities by providing engineering analysis and recommendations to improve well performance and recovery.
- Evaluate emerging technologies, equipment and operating practices that could improve well performance, reservoir recovery, steam efficiency or development economics.
- Communicate technical analyses, recommendations, and risks to multidisciplinary teams and senior management.
- Provide technical guidance and mentorship as required and contribute to the continued development of Baytex's Thermal engineering capability.

Qualifications & Experience:

- Minimum 10 years of reservoir and production engineering experience, including significant direct SAGD experience across development planning and producing operations.
- Strong understanding of SAGD reservoir behavior, recovery mechanisms and development concepts, with demonstrated ability to translate subsurface understanding into executable development plans.
- Demonstrated experience evaluating SAGD development alternatives, including reservoir characterization, well and pad configuration, production and steam forecasts, recovery, and development economics.
- Experience applying reservoir simulation, history matching, analytical methods and analogue performance to reservoir development, well design and investment decisions.
- Strong understanding of SAGD injector-producer design and operating strategy, including well placement, steam injection, reservoir pressure, subcool, conformance and production optimization.
- Experience with thermal well production systems and artificial lift design and optimization. Experience selecting or designing lift systems for high-temperature SAGD applications.
- Experience supporting SAGD well design and planning and carrying those plans through drilling, completions, commissioning, circulation, start-up and ramp-up is strongly preferred.
- Demonstrated capability in reservoir surveillance, production forecasting, performance diagnostics and optimization of producing SAGD wells and pads.
- Ability to integrate reservoir, geological, well, facility and operating considerations and make practical recommendations that balance resource recovery, production performance, capital efficiency and operability.
- Strong analytical and communication skills, including the ability to communicate technical uncertainty, development alternatives and recommendations to technical teams and senior management.
- Proven ability to take ownership of complex technical work, independently advance decisions and operate effectively in a project-development environment.
- Ability and willingness to spend time in the field during execution, start-up and operations as required.
- Proficiency with relevant reservoir forecasting and data-analysis tools: ValNav, GeoSCOUT, Excel and Power BI.

Education:

- B.Sc. or M.Sc. degree in Engineering from a recognized institution.
- Registered, or immediately eligible for registration, as a Professional Engineer (P.Eng.) with APEGA.

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.