

Role Review

GM Subsurface - UK Producing Fields

Uxbridge

Background and Context

In this new role the post holder will have subsurface responsibility for all of Nexen UK's producing fields. Currently, production is obtained from Buzzard, Ettrick and Scott-Telford and amounts to around 300,000 bpd. This makes Nexen second only to BP as the North Sea's largest liquids producer. In the coming year there will be an EOR drilling campaign on Buzzard, further drilling to optimise production from Scott-Telford and a new tie-back to the Ettrick Field from the Blackbird Field.

The key requirement is to manage the production, maintenance and implementation of reservoir development plans for all of the fields. The role is one of direction setting rather than day-to-day production management, working closely with the General Manager Business Delivery who will have long-term commercial responsibility for the producing assets. The position has three direct reports (who manage day-to-day production matters on Buzzard, Ettrick and Scott-Telford respectively) and a further 29 indirect multi-disciplined reports.

Main Responsibilities

- Ensuring focus on HSE-SR and regulatory compliance in these activities.
- Developing maintaining and implementing the reservoir development plans for Nexen UK's producing fields.
- Delivering the well capacity to enable the fields to meet their AOP production targets.
- Developing and communicating work plans and forecasts as input to the AOP and strategic plan processes.
- Developing and obtaining approval for reserve and production adding capital expenditure projects on these fields, together with critically evaluating and communicating the success of these projects.
- Managing the process of internal and external approval for well related activities in our producing fields.
- Ensuring the Technical quality of the work performed in the group and owning and developing processes within the group designed to drive up and maintain this quality.
- Team Management and Leadership:
 - Provide effective leadership and management for team of Engineers and G&G staff.
 - Ensure clear expectations and deliverables are in place for team members.
 - Ensure career development and administration for direct reports, including annual and mid-year appraisal reviews with ongoing performance feedback.
 - Ensure Ethics and Integrity policies are understood and adopted by all staff.
 - Ensure appropriate training is available for all staff on an annual basis.
 - Provide stimulating, challenging and enjoyable work environment, encouraging work life balance for staff.
 - Foster teamwork and trust, open communication, positive attitude and acknowledge sharing within the team.

Key Contacts/Relationships

Internal: UK Management Team, Exploration Managers, Business Delivery Managers, Subsurface Manager, Projects

External: Co-venturers; regulatory authorities



Qualifications

Candidates will be expected to have a relevant technical undergraduate degree in geosciences, engineering or possibly business and potentially a Masters and/or Phd qualification in a relevant subject. Post graduate business education will be an advantage.

Knowledge, Skills & Experience

This role demands an in-depth knowledge of the technical management processes required for the management of these major producing fields, gained through significant broad experience in this area. This will include a demonstrated interest and competence in process improvement and staff development together with recent management experience and a good knowledge of offshore operations. In addition, it requires a high degree of interpersonal skill, including the ability to coordinate and influence activities in other groups. The ability to build effective working relationships and communicate results appropriately will be key as will the use of business understanding and initiative to achieve the role goals.

Specifically, candidates will possess extensive Production/Petroleum Engineering or Production Geoscience skills combined with subsurface expertise. Superior people management skills are essential. North Sea experience is pre-requisite and additional experience outside the North Sea would be preferred. Commercial skills are also essential as well as the ability to anticipate outcomes and set contingencies to meet unexpected events.

Success in the first 12 months will be dependent upon:

- the reservoirs having successfully delivered or exceeded production targets;
- effective new well proposals having been successfully delivered;
- the successful delivery of new and innovative value added technology;
- effective team management.

Remuneration

Nexen offers a competitive remuneration package for this role and full relocation assistance where appropriate.

Nexen Petroleum has been voted one of the UK's top 100 companies to work for two years running by *The Sunday Times Survey "100 Best Companies to work for in the UK"*.

For further information and a confidential discussion please contact Damien McCawley on +44(0)7712 588965 or Liz Gardner on +44(0)7801 711372.

To apply please visit our website: www.simpsoncrowden.com/appointments and follow the links, or email your CV and covering letter to nexen@simpsoncrowden.com quoting reference **R194**.

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