

# Role Review

## GM UK Business Delivery

### Uxbridge

#### Background and Context

This is a new role with responsibility for the Asset/Business Delivery Group. The key responsibility will be to drive strategy for the long-term asset plans for 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.

The main requirement is the development and implementation of strategic plans for Nexen UK's producing assets, optimising/integrating operations and managing the arising business related issues. The post holder will have ownership of the economic models and will also be the OCM Representative for each producing field. The position will have a close relationship with the GM, Producing Fields (Subsurface) and will have key indirect relationships with Operations, Finance and Commercial.

Direct reports into this role will be the Scott Area Delivery Manager, the Ettrick and Small Discoveries Delivery Manager and the Front-End Facilities Manager. It is expected that the Asset/Business Delivery Group will have a headcount of five staff. The GM Business Delivery will also act as the Buzzard Delivery Manager which will give him/her responsibility for optimising the base Buzzard business, 3<sup>rd</sup> party business and identifying various ways of enhancing Buzzard (finding levers of value) – such as EOR, infill drilling campaigns, etc.

#### Main Responsibilities

- Ensuring focus on HSE-SR and regulatory compliance in these activities.
- Developing, communicating and delivering the long term asset plans for these areas to maximise the value to Nexen of these properties.
- Coordinating operational, commercial, subsurface and facilities activities to achieve these long term goals.
- Establishing and maintaining effective co-venturer relations in line with operating agreements for the area.
- Managing budget and AFE approval processes.
- Chairing management committees of our properties.
- 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

Candidates will probably be Production/Petroleum Engineering, Geoscience or Facilities Engineering specialists or very technically literate commercial specialists, possibly with an MBA or other business related qualification.

Suitability will depend upon an in-depth knowledge of the North Sea business environment including experience of managing co-venturer groups within the relevant operating agreements and you will be required to demonstrate your strong technical / commercial background through building and implementing asset business plans.

This role requires a very high degree of interpersonal skills, 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 using business understanding and initiative to achieve the role goals. You will have an instinctive awareness of economics and the levers of value, plus the ability to anticipate outcomes and set contingencies to meet unexpected events. Superior skills in influencing, persuading and building relationships are essential.

Success in the role will be difficult to determine immediately, however after 24 months the incumbent will have formulated and embedded a very clear plan of how the UK business will develop and meet its longer term objectives.

## 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"*.**

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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](http://www.simpsoncrowden.com/appointments) and follow the links, or email your CV and covering letter to [nexen@simpsoncrowden.com](mailto:nexen@simpsoncrowden.com) quoting reference **R195**.

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