

RECRUITMENT PROFILE ***BUSINESS UNIT MANAGER-APPALACHIAN REGION***

THE COMPANY

Is a publically traded independent energy company in the acquisition, production, exploration and development of oil and gas, with properties concentrated in the Appalachian, Illinois and the Permian regions of the United States. They pursue a balanced growth strategy of exploiting their sizable inventory of lower-risk developmental drilling locations, pursuing their higher-potential exploration drilling prospects, and are actively seeking to acquire complementary oil and natural gas properties. The company is headquartered in State College, Pennsylvania with offices in Canonsburg, Pennsylvania, Bridgeport, Illinois and Midland, Texas.

THE SITUATION

Our client is seeking a Business Unit Manager, for the Appalachian Region, which will be based at their headquarters office in Canonsburg (Pittsburgh), PA. They are seeking an individual who is not only capable of managing this Region, but who also has the potential and desire to assume an even greater level of responsibility as this company continues its growth. In addition to having the required technical knowledge, it is critical that the successful candidate possess the ability and experience to manage the Region on an independent level, which will require strong business and leadership skills.

THE POSITION

The Business Unit Manager, Appalachian Region will report directly to the Chief Operating Officer and will be responsible for achieving the financial, operational and safety objectives of the Region. The Region has a current administrative budget of \$1 million and a capital budget of \$5.5 million, with 12-20 employees (including contract) and operating wells, with plans for aggressive growth. While technical knowledge is important, the primary focus will be to find someone with strong business, project management and planning skills necessary to find and develop new wells while maximizing the production from existing wells.

SPECIFIC RESPONSIBILITIES

- Manage all company operations and administer non-company operations within the Appalachian Region-a natural gas producing region that extends across Western PA with some outlying areas in adjacent counties and states.
- Strong understanding of geologic development and production fundamentals (well-drilling & completion, pipeline and surface infrastructure & marketing).
- Convey and represent company's interests with various governmental, community, contractor, and partner stakeholders.

- Initiate, lead and manage an aggressive developmental program (drilling and completing new wells, performing well remedial operations) to ensure steady net production and reserves growth..
- Develop key working relationships with contractors, suppliers and their management to align developmental expectations and gain their support in achieving Business Unit expectations.
- Develop budgeting and staffing plans to achieve Business Unit objectives. Set strategic direction and lead day to day management of a cross functional, multi-discipline Business Unit staff.
- Develop cost and schedule estimates as needed for funding requests. Track and report activity progress as required.
- Align work plans and resource sharing with project teams and corporate staff to maintain continuity of operational and corporate activities.
- Establish frequent, visible presence at the work site. Champion, safe, incident free operations.

CANDIDATE SPECIFICATION

The ideal candidate will have:

- Demonstrated strong leadership and communication skills.
- Demonstrated the ability to thrive in an entrepreneurial environment.
- Demonstrated the ability to make decisions in the presence of imperfect information.
- Demonstrated the ability to work effectively as a team player
- Financial and technical ability.
- Personal initiative.

EDUCATION CREDENTIALS

- Engineering Degree.
- Technical or business post graduate work preferred.

WORK EXPERIENCE

- Ten or more years experience in Sr. management in the oil & gas industry
- Experience in the Appalachian Region desirable.
- Strong business experience required.

- Project management experience a must.

PERSONAL SKILLS AND CHARACTERISTICS

- **Honesty & integrity:** Personally and professionally ethical in all matters. Accepts accountability.
- **Adaptability:** Ability to learn and utilize new skills. The ability to adjust style and methods as appropriate.
- **Approach:** A measure of intuition, facts, creativity, drive and focus.
- **Collaborative problem solver:** Contribution to the resolution of complex problems. Willingness to engage.
- **Results oriented:** Commitment to the accomplishment of objectives, on time and on budget.
- **Work ethic:** Demonstrate dedication of time and energy.
- **Passionate for the business:** Drive for success of the enterprise as a whole, regardless of individual interests.
- **Leadership:** The ability to manage, mentor, and motivate staff; to set expectations and hold reports accountable; to ensure the right allocation of resources. The ability to provide vision, facilitates communication, and removes barriers to success.
- **Comfort with detail:** Willingness to dive deeply into issues and derive conclusions from the bottom up.
- **Fact based:** The ability to logically gather, interpret and use information for the purpose of individual or group decision making.
- **Skills:** Ability to work independently to achieve stated goals and objectives.
- **Working with Corporate headquarters:** Working with the professionals at Corporate headquarters to achieve stated goals and objectives.

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