

Small-Medium Size Operator-Exploration Manager-Pittsburgh, PA

- Independent Operator focused on the exploration, acquisition, development and production within the U.S.

For More Information Contact:

Michael Morris-Senior Executive Recruiter
Bullock Personnel

210-471-0625

michaelm@tri-starrpersonnel.com

POSITION DETAILS

This position will report directly to the Vice President, Regional Manager of our Pittsburgh office location. Primary responsibility of the position entails leading all exploration efforts for the Appalachian region.

Qualifications

- Bachelor's degree in Geology required.
- Master's degree in Geology or Geophysics a plus.
- Management experience directing an exploration program required.
- 12+ years experience in oil and gas industry
- 4 years experience with a major or large independent, required.
- Geophysical expertise, including 3D workstation abilities a plus.
- Must be familiar with latest software and analysis tools used to generate and evaluate oil and gas prospects.
- Must be able to work in a team environment and have excellent verbal and written communication skills.

Duties and Responsibilities

- Design, recommend and implement an exploration program that presents growth opportunities that support overall corporate goals.
- Manage a balanced portfolio of assets, ranging from lower risk opportunities to high risk/high reward prospects.
- Seek, analyze and recommend exploration, development, acquisition and divestiture opportunities.
- Manage efforts and focus of and direct a staff of exploration and geological/geophysical professionals and technicians in a multi-disciplined business unit.
- Prepare, communicate and manage functional projects, budgets and plans.
- Enhance regional value through leadership and cross-discipline interaction in a team environment.

Medium Size Operator-G&G Manager, Eastern Business Unit-Denver, Colorado

Company Information:

- The company has 500+ employees
- Company “ways of appreciation”: Very Competitive Salary, Annual Bonus **30%+/-** Long Term Incentives, 401(k), **100%** employer paid Medical, Dental, Life Insurance, L/S TD, AD&D, Paid Vacation, Paid Holidays, Employee Health & Fitness Club Reimbursement , Employee Stock Purchase Plan

For More Information Contact:

Michael Morris-Senior Executive Recruiter
Bullock Personnel

210-471-0625

michaelm@tri-starrpersonnel.com

JOB SUMMARY:

Provide an organized process relative to the handling of all G & G matters such that any and all projects requiring G & G input are performed in an efficient manner, properly analyzed and coordinated as “Completed Staff Work” and provide for maximum value added to Company. The preparation and execution of a formal exploration plan is also a primary responsibility of this position. This position reports directly to the Vice President of the business unit

Duties & Responsibilities:

1. To supervise the geological and geophysical work in the Eastern Business Unit that is:
 - A. Directed toward the generation and evaluation of exploitation prospects for the drilling of commercial and economic oil or gas discoveries;
 - B. Directed toward the development and extension of commercial and economic oil or gas discoveries;
 - C. Directed toward producing field studies;
 - D. Directed toward the acquisition of producing oil and gas fields;
2. Recommends leases that should be acquired in the area where prospects have been generated.
3. Recommends acquisitions of pertinent geologic and geophysical data required in order to fully document an exploration or development project.

4. Recommends the drilling of exploitation and development wells on approved prospects in order to determine the presence of oil or gas in commercial and economic quantities.
5. Supervises the evaluation of the geological and geophysical information generated from the drilling of oil or gas wells and recommends action(s) to be taken.
6. The Manager is required to work as a team member with other management team members and disciplines within the Corporation
7. The Manager will develop an annual Work Plan in conjunction with, and to be approved by, the Vice President of the Eastern Region. This Work Plan will define the geographic area of responsibility, identify all projects which the Manager will manage, and will include a schedule for completion of the various tasks for the projects. These goals and objectives within the Work Plan are required to be measurable.
8. The Manager is responsible for supervising the development and maintenance of accurate and current geological and geophysical data banks.
9. The Manager is required to keep informed of the oil and gas industry acquisition, exploration and development activity within the assigned area and to communicate this activity to the Vice President of the Eastern Region, or others in the Corporation, as required.
10. The Manager is responsible for maintaining a high degree of technical excellence within the required skills as defined. From time to time, the Corporation may provide opportunities for schools, short courses and seminars in order to upgrade or keep employees abreast of technical advancements. However, the Manager remains primarily responsible for assuring that the best possible technical ideas and methods are being used.

SUPERVISORY DUTIES:

1. Supervisory duties as listed in "Essential Duties"
2. Perform personnel performance reviews on staff with emphasis on accountability plus guiding, coaching, evaluating and planning subordinate's development and growth.

JOB QUALIFICATIONS:

KNOWLEDGE, SKILL AND ABILITY:

1. **Log Interpretation:** Knowledge of the response of downhole logging equipment to rocks and fluids found below the surface of the earth and the ability to interpret the data generated by the use of these instruments. This includes electrical,

mechanical, radioactive and porosity measurement as used in logging well bores in the oil and gas industry.

2. **Sedimentary Processes:** Detailed knowledge of the geological and geophysical processes that weather, transport, deposit and alter sediments in differing clastic and carbonate, marine and non-marine environments, and the ability to incorporate these data into the most rational geological and geophysical interpretation.
3. **Structural and Tectonic Processes:** Detailed knowledge and interpretation of sediment deformation from forces within the earth and near the surface of the earth resulting from inherent zone of weakness or excessive loading by sediment deposition, and the ability to correlate fault types with deformation style using contemporary knowledge of plate tectonic theory.
4. **Geochemical Interpretations:** Knowledge of the use and pitfalls of sedimentary geochemical data relating to the determination of thermal maturity and source rock quality in the interpretation of oil and gas generation from sedimentary rocks, and the knowledge of the chemical composition of crude oils and source rocks and their comparisons.
5. **Downhole Testing Procedures and Interpretation of Data:** Knowledge of the various bore hole testing procedures for determining the potential productivity of a drilled well including Drill Stem Test, Repeat Formation Test, and production test, and the ability to incorporate these data into the most rational geologic interpretation.
6. **Geological and Geophysical Data Acquired Through Drilling and/or Fieldwork:** Knowledge and the ability to analyze conventional and sidewall cores, cutting samples, and outcrop samples and the ability to incorporate these data into the most rational geologic and geophysical interpretation.
7. **Mapping Technique:** Knowledge and the ability to construct and interpret various types of geologic and geophysical maps, including but not restricted to: cross sections, structure, isopach, time, timedepth, facies, depositional environments, and the various combination of residual maps required.
8. **Geochemical - Structural - Sedimentary Modeling:** The ability to interpret and to relate on a regional scale the elements of structures, depositional environments and geochemistry to determine the most favorable areas for oil or gas occurrence in commercial and economic quantities.
9. **Oil and/or Gas Producing Basins/Trends:** First-hand knowledge of oil and gas production trends is critical for comparison of the elements of commercial and economic oil or gas occurrences to prospective areas, as well as the ability to incorporate these data into the most rational geologic and geophysical interpretation.

10. **Seismic Interpretation:** Ability to interpret and incorporate seismic data in both structural and stratigraphic interpretations. It is particularly important to recognize, and to have worked with, the problems in seismic interpretation associated with shallow gas deposits and complex faulting patterns in subsiding basins and adjacent to salt domes.
11. **Seismic Data Acquisition and Processing:** Ability to develop field parameters for seismic data acquisition and alter them to select the optimum variables for acquiring the best data. In addition, the Manager must be well schooled in the processing of seismic data and be able to select the best programs for data enhancement, noise reduction, optimum attenuation, velocity gradient determination, amplitude optimization, static or near surface programs and other state-of-the-art geophysical and geological work.
12. **Other Geophysical and Geological Tools:** The Manager must have the knowledge and ability to interpret other geophysical and geological data and employ other geophysical and geological techniques which the Company may use or to which it may have access. These might include: gravity, magnetics, or other remote sensing tools.
13. **Lease Terms and Trade Strategies:** Knowledge of basic terms such as: duration of a lease, special requirements, royalty base and drilling commitments. Also, knowledge of basic terms of farmouts, farmins, and basic trade parameters common to the oil and gas industry. The interpretation of these business items should be incorporated into the projected or known economics of an oil or gas prospect. Also, knowledge of federal requirements requiring permits for various exploration activities in the offshore in regard to man-made structures, shipping lanes, and hazardous areas. Regulations with regard to operations and requirements for environmental impact in areas designated as wetlands. The interpretation of these terms and their impact on the total economics of the project must be considered and incorporated into the consideration of the project.
14. **Computer Skills/Data Banks:** Working knowledge of computer applications such as accessing data banks, understanding the use of constructing economic analogies of prospects, and the uses and pitfalls of computer mapping. Work station experience is very important. Specific skills: Geoguest, SMT.
15. **Engineering Knowledge:** Working knowledge of engineering in relation to such factors as reserve calculations, mapped drainage areas, porosities, pressures, and reservoir thickness assumptions. Production work, particularly in relation to log interpretations, and knowledge of the rocks is required to be shared with team members when planning production of individual zones, wells and fields.
16. **Supervisory:** The Manager must have supervisory skills in creating a positive environment that will lead to the generation of prospects and result in the discovery and development of commercial and economic oil and gas reserves for the

Corporation. In order to do this, the Manager will be required to plan, direct and supervise people and projects and evaluate the results.

17. **Communication:** Ability to clearly, effectively and concisely communicate, both orally and in writing, at all levels within the Corporation.

EDUCATION

Minimum B.S. or B.A. required, M.S. or M.A. degree preferred, in Geology or Geophysics from an academic institution that has an active Geology or Geophysics Department, with a faculty having expertise in sedimentary rocks and seismic data as used in the oil and gas industry.

EXPERIENCE

1. Fifteen to twenty (15-20) years of experience in exploration and development work offshore and onshore in the lower 48 states. This experience will have included:
 - A. Three to five (3-5) years in production as a development geologist and/or geophysicist working with reservoir engineers, geologists and geophysicists in defining offset and stepout locations and in developing fields.
 - B. Three to five (3-5) years in exploration, generating prospects and recommending locations for drilling.
 - C. Three to five (3-5) years as a first line supervisor in exploration or production.
2. Documented evidence confirming the individual's management experience, geophysical and geological work in finding commercial and economic quantities of oil or gas reserves that were developed into a multi-well field. Proven success as an oil or gas finder or in supervising successful teams in finding oil or gas.
3. Previous employment with an oil or gas company that had an active and structured training program for geologists or geophysicists during their first two (2) or three (3) years in the industry. This training should have consisted of, but was not restricted to:
 - A. Well site work including logging methods, interpretation and mechanics of logging tools and well bore testing tools mechanics and data interpretation determining core points and casing points, core and sample descriptions and gas chromatography interpretations.
 - B. Seismic data interpretations, including stratigraphic and structural mapping. Stratigraphic modeling using computer work stations and contemporary software.

- C. Field studies which would include a hands-on geologic or geophysical study of a producing oil or gas field.
 - D. Geologic or geophysical mapping techniques that emphasized methods of mapping geologic or geophysical anomalies as used in prospecting for oil and gas, with experience in mapping growth faults and faulting associated with salt domes.
 - E. Basin analysis work which consisted of the comparison of geologic, geophysical and engineering data of several oil or gas fields.
- 4. Documented ability to interpret and resolve three dimensional geologic or geophysical problems while including the fourth dimension of time.
 - 5. Evidence of management ability as well as the ability to work with others in a team effort to achieve organizational goals of finding and developing commercial and economic quantities of oil or gas.
 - 6. Additionally, previous employment with an oil or gas company that did not have a structured training program is acceptable if the company was active and successful in prospecting, finding and developing commercial and economic oil or gas reserves.