



Developing Energy Resources

Discovering New Talents

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HSE Superintendent

Main Duties and Responsibilities

- Demonstrate commitment to HSE excellence through personal conduct.
- Liaise with contractors' HSE personnel and project team.
- Provide support, innovative advice, resources, and processes to all site teams.
- Review and comment on contractor documentation, method statements and risk assessments.
- Ensure principal contractor carries out audits and monitor reports.
- Organize audits of installations and operations, check on their conformity to reference documents.
- Ensure principal contractor maintains up to date register of site activities including number of personnel onsite.
- Ensure HSE team carry out spot-checks on plant, equipment and competency records.
- Ensure that personnel meet individual and collective HSE trainings and competence requirements.
- Ensure principal contractor promotes a culture of HSE/risk management throughout construction and commissioning works.
- Ensure principal contractor implements HSE strategy and processes that represent best industry practices and are compliant with legislation, Company standards and contract requirements.
- Provide reliable assurance on the effectiveness of the processes for HSE risk management the principal contractor has in place.
- Supervise the incident, accident and anomaly investigations and analyses.
- Ensure all Incidents are reported and investigated at a level commensurate with Company guidance.
- Ensure the follow-up and execution of actions determined after incident, accident, audit.
- Ensure follow-up of HSE performances and necessary benchmarking.

- Ensure planning of HSE performance improvement and associated monitoring.
- Compile necessary reports which shall include all contractors HSE information and analysis of HSE performance indicators.
- Ensure coordination, reporting and transmission of feedback to Construction and Project Management Team.
- Ensure that appropriate waste management by Company, Project contractors, and subcontractors.
- Ensure protection of the environment and monitoring of Project environmental performances.
- Provide leadership, supervision, guidance and mentoring to personnel with a focus on National development.

Qualifications and Experience

- Professional HSE qualification at Diploma / Degree level minimum (Msc occupational Health and Safety or NEBOSH diploma)
- Minimum 15 years' experience in the oil and gas industry including previous experience in HSE supervisory role.
- Membership of an appropriate professional body. Experience in large onshore/offshore oil and gas construction projects. Experience in incident investigation. Familiarity with safety and environmental legislation. Knowledge of Total Group standards and/or previous experience with other major International Oil Company's (IOC's) in large oil and gas construction projects. Good presentation skills. Good verbal and written communication skills. Experience in the implementation of behavioral safety systems and analyzing the data produced. Understanding of oil and gas production equipment, processes, and utility systems
- Valid medical certificate which complies with Company standards.
- The working environment is international and multicultural and demands considerable experience in the project process working with international contractors

LPG Project Leader

Main Duties and Responsibilities:

- Prepare and review the documents needed for the EPSCC contract call for tenders.
- Lead the EPSCC call for tender, including:
 - o Technical clarifications with tenderers.
 - o Contractual clarifications.
 - o Technical and commercial evaluation
 - o RTA drafting and validation by all stakeholders
- LPG execution plan definition and approval.
- Integrate and follow up the EPSCC contract in respect of safety, environment, quality, budget, and schedule.

- Supervise and coordinate the Detail Engineering concerned disciplines for the technical review of documents issued by contractors.
- Promote technical innovations to reduce costs and/or lead times without compromising the reliability and safety of installations while respecting the environment.
- Clearly identify possible deviations from the Project defined standards and inform the project management for decision.
- Lead constructability reviews with EPSCC CTR and all stakeholders to mature CTR plan and de-risk the site activities.

- Support the supervision team on the construction site.
- Ensure the application of Contractors' procedures and working practices in HSE matters.
- Limit to the extent possible any potential impact on the Tilenga base case Project and coordinate actively with the project team to anticipate/de-risk any major interface.
- Identify and coordinate any co-activities /SIMOPS with the base scope.
- Be accountable on overall package delivery in line with the project mandates/drivers.tors

Qualifications and Experience:

- Qualified Engineer or equivalent
- Minimum 10 years in Oil & Gas industry and Gas processing Projects, with 5 years in management (including Engineering, Construction, Installation, Commissioning and Hook up) on similar Projects.
- Ability to adapt & to represent the Company in discussions / negotiations with Contractors and National stakeholders.
- Very familiar with Company project management practices, procedures & organization.

Offsites Technical Leader

Main Duties and Responsibilities:

- Permanently assess the HSE management system of the Offsite EPSCC Contractor on Site and the HSE workforce in place with all Offsites subcontractors active on site – identify weaknesses and support the site construction team in implementing required mitigations.
- Report to the Project Management and the Site Technical Manager any major deficiency observed or anticipated in relation with the effectiveness of the HSE means and resources, organization deployed by the Contractors on Site.
- Analyze the execution and construction plan proposed by the Offsites EPSCC contractor, monitor the implementation, and identify areas requiring improvement.
- Challenge the Offsite EPSCC Contractor in his execution/construction planning and execution plan and report potential or effective deficiencies to the management and the Site Technical Manager.
- Prepare, develop and substantiate Offsites construction plan improvement and mitigation plans with the involvement of the Company construction team on site – submit to the management of the project.
- Support the Site Technical Manager in promoting and negotiating with the EPSCC Contractor the implementation of the required changes, measures, mitigations identified for Offsites activities and internally agreed.
- Follow the implementation of proposed and agreed improvement and mitigation and support the Company construction team on site with this regard.
- Review the construction planning(s) submitted by the Offsite EPSCC Contractor and those proposed by his main subcontractors – analyses and identify inconsistencies and required to correct – identify links with the execution plan of Contractor.
- Provide key input to the schedule risk analysis with regards to Offsites construction execution and main

subcontractors management.

- Support the Offsites Area Lead in the coordination between Engineering and procurement activities managed from London and China and resulting in site Offsites activities.
- In support to the Site Technical Manager, ensure follow up from Offsites constructability reviews with the construction team on site and transfer leadership to construction team for any output implementation.
- Ensure adequate level of supervision of all safety critical activities to be handled on site for the Offsites part – make sure that the third-party warranty surveyor has been involved adequately for all LWA site activities on the Lake Albert (in close liaison and support of the LWA Area Lead).
- In support to the Site Technical Manager, identifies technical issues, including QC related issues, linked to Offsites construction and organize/lead resolution with Contractor with full support and implication of the engineering team on one side, through the Deputy engineering manager, and the full involvement of the Company construction management team and construction relevant team members.
- Work in close cooperation with EPSCC QC leader and site construction team to ensure QC, welding and NDT activities are properly anticipated and coordinated with contractor.

Qualifications and Experience:

- HND or equivalent professional experience.
- 15+ Years' Experience in the field of Construction planning, execution, and completion in the oil and gas industry.
- Proven working experience in oil and gas project execution.
- Advanced knowledge of pipeline and offshore facilities construction management processes, means and methods.
- Understanding of all facets of the construction process

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related to pipeline construction offshore/onshore and offshore platforms.

- Ability to plan and anticipate coordination of

construction activities with engineering and procurement progress.

- Strong people skills - ability to develop effective transverse working across teams and topics.

Prod Material Balance Lead Engineer

Main Duties and Responsibilities

Project Execution phase

- **Production allocation:**
 - o Prepare Material Balance and Allocation Philosophies for oil, gas, and LPG production, water injection.
 - o Develop complete allocation scheme of Crude Oil, Gas and LPG production and water injection in accordance with the relevant PSA (Production Sharing Agreement) and JOA (Joint Operating Agreement).
 - o Prepare back allocation scheme considering different contractual terms for each of 2 license blocks.
 - o Develop strategy for downgraded scenarios in case of loss of metering device required for allocation.
- **Production reporting:**
 - o Coordinate development of NPDMS, including design and implementation on Tilenga for Oil, gas and LPG production and Oil lifting planning.
 - o Participate in NPDMS Site Acceptance Test and all metering calculations in input before start-up with PI/PI-AF calculations and testing data creation.
 - o Develop GHG emissions monitoring philosophy, dashboards with KPIs and reporting.
 - o Develop and implement official reporting processes and tools as per the company and Industry standards, including Production performance indicators, Shortfalls, Production budgeting and forecasts.

Metering:

- Coordinate and lead MPFMs vendor clarifications, factory, and site acceptance tests.
- Develop Remote Metering Monitoring and Virtual flow measurement tools through PI-AF/Coresight and follow-up closely the installation.
- Prepare Technical documentations: Metering Point Database and associated Meter Orifice Plate calculation sheets, Fiscal Oil and Gas Metering Handbook, Fiscal Oil and Gas Maintenance Procedure.
- Review and contribute to maintenance plan of the metering systems.
- Prepare routine operations plan for the Fiscal

Meters at Kabaale

- o Participate in Commissioning and Start-up of metering systems.

Oil export and oil lifting

- o Contribute to development of tools and philosophy for determining ownership of oil at the PSA Delivery Point and ownership of volumes delivered by the Lake Albert Upstream Parties to the Refinery and to the EACOP System.
- o Coordinate development of an oil lifting plan in collaboration with Trading department and EACOP.
- o Review and contribute to analysis program of oil and LPG samples required for allocation and fiscal metering.
- o Prepare philosophy for scheduling and coordinating the lifting of the Crude Oil at the terminal.

Production phase

- **Production allocation:**
 - o Responsible for material balance on continuous and regular basis for production, injection, and emissions.
 - o Responsible for back allocation considering different contractual terms for each of 2 license blocks.
 - o Implement mitigations for downgraded scenarios in case of loss of metering device required for allocation.
 - o Ensure regular reconciliation and allocation of production considering allocation, fiscal, custody transfer meters and tank levels at the Tanga terminal.
 - o Regularly review and validate allocation and correction factors.
- **Production reporting:**
 - o Prepare and review official reporting for 3rd parties and authorities.

- o Report and regularly interact with 3rd parties and authorities to ensure compliance with Laws and Standards.
- o Focal point for GHG emissions monitoring, dashboards with KPIs and reporting.
- o Validate input data and correction factors to NPDMS data.
- o Guarantor of NPDMS database for official Oil, Gas, LPG production and Water injection data.
- o Develop and implement official reporting processes and tools as per the company and Industry standards, including Production performance indicators, Shortfalls, Production budgeting and forecasts.

Metering:

- o Responsible for a Metering engineer in the Operations team.
- o Ensure integrity, reliability, operability, and accuracy of the metering systems.
- o Ensure measurement uncertainty and sustain accuracy with regular maintenance and calibrations.
- o Investigate metering issues and initiate maintenance and calibration at site.
- o Certify that metering data is valid and correct in collaboration with Operations, Reservoir and Well performance teams for measurement data validation.
- o Ensure that calculations of Allocation and Fiscal Oil Metering uncertainty, Prover Loop volume calculation.
- o Responsible for MPFM performance monitoring, remote troubleshooting and configuration update.
- o Focal point for Wellpads and CPF meters, with meter proper operation and

maintenance, fluid properties monitoring and update in order to ensure a proper material balance

- o Review & verify Field Measurement reports
- o Organize and lead Allocation and Fiscal Oil Metering Audits.

Oil export and oil lifting

- o Responsible for Oil lifting planning and Oil lifting coordination engineers.
- o Coordinate oil lifting of the exported oil with Trading department, EACOP and Tanga terminal operator.
- o Review determining factors and formulas of ownership of oil at the PSA Delivery Point and ownership of volumes delivered by the Lake Albert Upstream Parties to the Refinery and to the EACOP System.

- Coordinate interfaces between key stakeholders linked to Production allocation, Production reporting, metering, i.e. Business and Development, Commercial, Reservoir, Process, Well Performance, HSE and Maintenance.

Qualifications and Experience

- Degree in Petroleum / Process / Chemical Engineering or equivalent.
- Minimum 10 years' experience in process engineering, development of projects in the area of gas and/or oil refining and chemicals.
- Must have an aptitude for analyzing data and recognizing abnormal conditions.
- Must have good communication skills to work with Stakeholders and the field.
- Have good analytical, collaborative, and coordination skills.
- Strong IT skills, knowledge of PI Vision, NPDMS, other remote monitoring solutions for metering.

All applications should be sent through the TotalEnergies EP Uganda careers website at <https://careers.totalenergies.com>.

ONLY APPLICATIONS RECEIVED ON THE STATED WEBSITE WILL BE CONSIDERED.

Deadline is 15th September 2023

Short listing begins immediately, and only short-listed candidates will be contacted.

"Candidates applying for the advertised positions will be selected on merit. Any form of canvassing is strictly prohibited."

"Female candidates & persons with disabilities are highly encouraged to apply" To know more about TotalEnergies EP Uganda, please visit our website <https://corporate.totalenergies.ug>.