

JOB ADVERT - JUNE 2024

Facilities Manager

Main Duties and Responsibilities

- Conduct the negotiations for the finalization of the main EPSCC contract.
- Supervise and overview all Enabling Infrastructure contracts selection process.
- Organize, manage and monitor the work and performance of all engineering and construction activities related to the surface facilities, including the work of the main EPSCC Contractor and the various Enabling Infrastructure contractors.
- Maintain a responsible and acceptable approach in the management of any change that may occur in the various phases of the project execution for all surface facilities aspects.
- Identify potential cost or planning evolutions, anticipate and implement possible mitigations – have in place and manage the necessary system to identify, justify and control them.
- Manage the surface facilities Package Managers to obtain and control the expected results from the various involved contractors.
- Organize and manage the surface facilities teams in full compliance with the requirements and constraints of the project – ensure adequate staffing for the surface facilities COMPANY organization.
- Facilitate cross-organizational optimization with the surface facilities teams.
- Keep control the surface facilities design within the frame of the FEED design and remain liable for the implementation of the SOR.
- Ensure an adequate definition of the external and internal Interfaces of Tilenga project and manage their resolutions in the most efficient way.
- Ensure highest level of preparedness for the start of the construction activities on Site.

- Organize and manage the construction teams on Site and ensure smooth coordination with other entities working on Site or supporting surface activities.
- Implement the HSE and QA/QC Project requirements at all stages of the Project – promote HSE spirit among the teams and maintain the highest level of safety standards during the construction phase.
- Support the internal (validation committee, CDEP, COMEX) and external (Partners) approvals.
- Develop a good understanding of Ugandan rules and regulations relative to land rights, building permits, construction, safety and environmental protection rules.
- Maintain optimum local content commitments made to the Ugandan Authorities
- Actively support the Project Director in the relation with the various Project Stakeholder
- Relay adequately the orientations and decisions made with the Project Director
- Ensure the smoothest Interface with E&P Management at Head Office in Paris.

Qualifications & Experience

- Chartered Engineer or similar education level.
- 15-20 years of relevant experience: broad technical, contractual and managerial experience across all aspects of E&P. Previous experience in a similar role.
- Ability to lead a multidisciplinary, multicultural team and communicate clearly and with authority to internal and external stakeholders at all levels. Strong focus on all HSE aspects of the project execution. Strategic overview and ability to plan activities concentrating on cost effectiveness.

Field Engineer

Main Duties and Responsibilities

- Control and supervise the contractors field engineering activities in compliance with the approved design, project requirements and applicable codes and standards.
- Provide technical support to the construction teams for engineering and pre-commissioning related topics in particular to ensure that construction risks are well anticipated and reduced as much as possible.
- Regularly liaise with the Lead PVV-tanks-Structural Field Engineer to ensure proper supervision of field engineering activities on Site.
- Liaise with Engineering centres where appropriate.
- Coordinate the support of the engineers from the Engineering team, including coordinating for any support mission for supervision of some critical activities on Site.
- Ensure compliance of the Site modifications with the Project referential, requirements and applicable international standards and local regulations
- Ensure site modifications are documented in accordance with Management of Change procedure.
- Supervise and coordinate the proper implementation and resolution of the design change notices issued by the Contractor and Subcontractors
- Manage the Site technical queries, so to avoid stand-by and delays by prompt responses.
- Provide support to troubleshoot systems and resolve malfunctions of equipment on site.
- Provide support and clarification to the commissioning team in the preparation of the commissioning activities.
- Ensure that the quality is maintained and documented by the contractors.

- Assess any requests by the contractor to deviate/change the approved design and make appropriate recommendation in liaison with the engineering centres.
- Provide assistance to other entities.
- Report on any problem encountered to the Engineering Manager.
- Be vigilant on the safety aspects of the field engineering and report any anomalies noticed on site.

Qualifications & Experience

- Engineering degree or equivalent in Engineering discipline
- Significant experience of more than 10 years in Oil & Gas Industry
- Construction site experience.
- Site / Commissioning experience.
- Team coordination experience.
- Good verbal and written communication skills.
- Understanding of oil and gas production equipment, processes, and utility systems.
- Good interpersonal and organizational skills, as well as a good level of computer literacy and be proficient in Microsoft Office
- Must be able to work on their own initiative and proactively interact with discipline teams to obtain information.
- Must be able to react quickly and decisively to constantly changing demands and circumstances and be able to identify, analyze & solve problems within the scope of the role.
- Ability and willingness to effectively and robustly challenge the views of contractors and internal contacts.

Tilenga Academy HSE Leader & Coordinator

Main Duties and Responsibilities

As HSE Instructor

- In coordination with the Training and OJT Technical Leader, Site HSE Manager, Training Coordinator, and all Instructors, develop HSE technical program, define and produce its content.
- Deliver HSE courses to trainees on specific topics.

As HSE Coordinator

- Drive the effective implementation of safe working culture.
- Be a coach to develop the Tilenga & The Company's HSE philosophy, 12 golden rules and ensure safety rules are clearly understood and good behaviour are recognized.
- Setup, maintain and keep up to date with the HSE requirements of regulatory entities.
- Provide technical expertise to technical instructors so mitigation measures in workshops are efficient and in compliance with the Company's Standards.
- Set up and implement Tilenga Academy dashboard so that HSE KPI's are achieved in line with the TILENGA HSE business plan.
- Ensure an effective reporting to the Academy management and provide efficient solution on HSE critical issues.
- Ensure incidents are reported, investigated in a timely manner and lessons learned are shared.
- Develop with the instructors innovative and hands-on trainings, in compliance with site requirements.
- Lead emergency preparedness according to foreseeable scenarios and review emergency drills for Academy workshops and encouraging HSE observations cards.
- Organize HSE events to encourage trainees developing a safety culture.

- Liaise with specialist's recourse in health, safety and environment on issue resolution and promotion of the safety culture.
- Coach the concept of barrier thinking so it improves HSE performance of people, plant and procedures.
- Implement and maintain a robust PTW system for critical work including contractors When possible, ensure Trainees are involved with proper supervision.
- Lead an efficient HSE communication process to have Tilenga Academy as a benchmark in the industry.

Qualifications & Experience

- BSc or equivalent in HSE or Technical.
- NEBOSH diploma or equivalent, Trainer and assessor certification, IOSH Certification or equivalent
- 10 or more years of experience, including at least 8 years' experience as HSE professional in the industry and 3 years' experience as HSE trainer/coordinator in a training facility.
- Strong writing skills in English, global knowledge of the technical disciplines, ability for transverse management, ability to convince, adaptable to change and able to respond with creative solutions.

Well Construction Leader

Main Duties and Responsibilities

- Manage all drilling operations of Tilenga Project (unique Factory drilling context with 430 wells drilled in 4.5 years on 31 different locations, 1 well delivered every 4 days with 3 drilling in a very sensitive environment) to deliver all wells safely, in time, in budget and as per expected productivity/injectivity.
- Coordinate drilling and initial completion engineering, operations and contracts for an estimated value of 1 billion USD DRILLEX (200 m\$/year).
- Lead multidisciplinary operational team (drilling engineering, drilling performance and drilling supervision) located both on site and in company offices.
- Ensure operational safety leadership with regards to major incidents prevention and preparation (Blow out, well collision).
- Ensure coordination of all Contractor's on all rig sites and company base (around 500 PAX).

Operations

- Provide remote operational management and supervision, making autonomously most of the decision when operations are deviating from plan.
- Plan, Organize, monitor, control and check coordination of all Contractors involved in Tilenga DW operations and the coordination with other Company's entities and make the necessary operational arbitration when necessary.
- Ensure all equipment is available and ready to be sent on all rig sites to meet the activity requirements.

Engineering

- Accountable for the detailed engineering of extremely challenging extended reach wells in very unconsolidated formations targeting shallow reservoir with capacity to do so having critical impact on wells delivery.

- Accountable for Drilling engineering recommendations and preparation having a direct impact to avoid or to mitigate potential major incidents as wells are drilled through shallow gas cap and through shallow downhole faults.
- Validate drilling related DRILLEX.
- Make sure of Directional drilling, MWD/LWD, Downhole tools, Drilling bits and OCTG contracts readiness and implementation prior operation start up, and during operations. When needed, liaise with the Contracts and Cost Control departments to ensure all contracts are up to date.
- Actively participate to drilling sequence recommendation and decision based on wells design, wells trajectory and drilling pads configurations.

Performance & Digitalization

- Deeply involved in performance culture on all 3 rig sites, supported by performance dashboards to give a global view of the performances of each activity type and to give a regular update on realized performances to the rig crew.
- Promote the use of the RTOSC (Real Time Operating Center) that will ensure permanent (24/7) operation tracking and seamless exchanges of performance information between RTOC engineers and performance pusher engineers on each rig.
- Closely follow the consolidation of Drilling & Wells Cost Performance Indicators (CPI's) & Key Performance Indicators (KPI's) used to benchmark and communicate the drilling & wells operations performance of Total E&P Uganda.
- Accountable for implementing the organizational model of the Improvement Wheel phased with the well delivery cycle (Design, Execution, Measure and Postmortem) to reach continual improvement.

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- Ensure proper preparation and implementation of paperless and digitalization drilling process.

Qualifications & Experience

- Petroleum Industry MSc (or equivalent professional experience) a minimum of 10 years of international experience, both in drilling and completion engineering, and 3 years previous experience in an operational position.
- A minimum of 10 years of international experience, both in drilling and completion engineering, and 3 years previous experience in an operational position.
- Demonstrated management skills with contract management experience.
- Multidisciplinary operational competencies in drilling, completion and well interventions.
- Master in problem analysis, decision making, teamwork and leadership. Good human relation and communication skill, with right balance of diplomacy and firmness with Contractors.

Inspection Supervisor

Main Duties and Responsibilities

- Establish site inspection activities plan in close coordination with other relevant entities: production, safety, maintenance.
- Participate to the Baseline Inspection development and dossier preparation by MIEC.
- Support the start-up and deployment of the Inspection Services Contractor to site and follow deployment of NDT operators for Baseline.
- Work with Site construction team and commissioning team to plan and execute the baseline inspection against the defined requirements
- Implementation and Training on Inspection Operation Tool and responsible for its follow-up on site.
- Commence the preparation of the site special tools requirements and pilot procurement with C&P team
- Support UPIK training of new inspectors for site.
- Implement site Lifting Inspection Management system with Logs and CPO.
- Work safely, avoid any incident and dangerous situation, contribute towards continual HSE improvement, demonstrate safety behavior..
- Attend mandatory HSE trainings and apply them on site, ensure team and vendor compliance.
- Support to maintain and continually improve ISO 14001 Environment Management System requirements and other management initiatives.
- Ensure the safe operation and adherence of all site inspection activities to their planned schedule.
- Perform and supervise site inspection activities to ensure their adherence to the defined scope, method, procedures and the applicable relevant codes and standards.
- Plan, prepare, coordinate, and supervise inspection activities performed by third-party contractors to ensure that work is performed in accordance with procedure.
- Witness and follow-up the Pressure Safety Device certification and update their status in the system as required in close coordination with maintenance & production teams.
- Alert management through the hierarchy on any critical inspection findings giving a threat to asset integrity, and prepare the detail report in order to facilitate the hierarchy to analyze the situation and taking a good proper decision.
- Complete CMIMS required processes for all site inspection activities,
- Initiate, discuss and up-date inspection procedures, method and plan in close coordination with relevant parties.
- Review any ad-hoc inspection requests/notifications to establish the scope, method and procedure requirement

DW Operations Interface Coordinator

Main Duties and Responsibilities

- SIMOPS: prepare SIMOPS matrix and principles; anticipate SIMOPS impact on factory drilling.
- Well sequence: anticipate in town well pads drilling sequence and prepare moving subsequently.
- Work with Rig Contractor to optimize drilling operation, rig up/rig

- including their integration into the existing site inspection planning in coordination with the relevant parties,
- Contribute on any equipment failure analysis, by aiding in performing the necessary inspection to collect information required for the analysis by other relevant teams.,
- In coordination with relevant parties, establish the shut-down inspection scope and planning. Identify external resources requirement and propose working organization during the shut-down.,
- Ensure that Pipeline Integrity Management System (PIMS) and Tank Integrity Management System (TIMS) are in place.,
- Provide assistance in performing the QC inspection for modification & repair works.
- Develop the local staffs within the department the field of inspection.
- Maintains facilities, equipment and all other inspection tools in a clean and operational condition.
- Contribute to the inspection budget preparation through identification of any special/campaign.

Qualifications & Experience

- Engineering degrees in Mechanical, Metallurgy and/or Chemical.
- Minimum 10 years in oil and gas business, particularly in inspection.
- Minimum 6 years in multi-discipline inspection works.
- High level of knowledge in NDT, welding inspection, preferably complimented by the possession of NDT certifications.
- High level of knowledge in inspection method and techniques, and international codes and standards for oil and gas industry.
- Good knowledge in inspection working management systems: SAP, RBI and other relevant systems.
- Good knowledge of corrosion and process equipment failure modes.
- Mastery in inspection method and techniques, with strong experience in NDT, inspection method and techniques, and international codes and standards for oil and gas industry.
- Good leadership, communication, close coordination and active team player with other team members in the department.
- Very good knowledge in corrosion and process equipment failure modes and of international and COMPANY inspection references, codes and standards.
- High level of knowledge of static mechanical equipment: Pressure Vessel, Heat Exchanger, Piping and Pipeline, Lifting equipment international inspection codes and standards.

- mobilization.
- Verify rig design, manufacturing and operating compliance with the Company, Company rules, regulations and HSE requirements and regulations applicable in country of operations.
- Investigate positively for equipment brake down, failure, NPT and assist to minimize the repair and/or the NPT.

Qualifications & Experience .

- BSc (or equivalent professional experience).
- A minimum of 8 to 10 years of international experience in drilling or development operations either from contractor or from company side. 3 years minimum exposure to onshore development context.
- Leadership, good interpersonal skills. Pragmatic approach and solution driven.
- Good knowledge of operations interfaces in development drilling.

Training and Development Coordinator

Main Duties and Responsibilities

- Support in the preparation and implementation of the training plans for the affiliate.
- Maintain accurate records of training attendance, evaluations, and outcomes.
- Schedule training sessions, secure venues, and manage logistical arrangements.
- Support in the preparation of the nationalization plan.
- Implement the Graduate trainee & internship programs.
- Liaise with receiving affiliate of Graduate trainees that require international training.
- Follow up on training aspects related to staff individual development plans.
- Participate in staff Individual review meetings and prepare related reports.
- Follow on the statistics and reporting for performance review campaigns such as Annual Individual Reviews (AIR), mid-year reviews, probation assessments.
- Follow up on administrative and logistical requirements related to training of Operators & maintenance technician.
- Prepare and participate in all training campaigns.
- Take the lead in the execution of the induction process.
- Review and provide support in reporting for quarterly, annual and any other required reports for National content, Authorities.
- Contributes to the main HR campaigns and processes.
- Participates in the administration of the job posting campaign where required.
- Leverage learning management systems (LMS) and other training software to deliver and track training activities.

Qualifications & Experience .

- Master's degree in a related field, bachelor's degree in human resource management or equivalent.

- At least 5-7 years' experience in Human resources career management specifically.
- Excellent interpersonal, communication, and analytical skills.
- Team player profile, organized, discreet, good analytical skills.
- Knowledge of MS systems .

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 28th July 2024. 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>.