

Developing



Developing **Energy Resources**

delivery of outputs.

HSSE

Technical

collaborators.

Main Duties and Responsibilities

Control of Wells).

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Main Duties and Responsibilities

emergency drills etc.

anomalies/incidents reported

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Corporate Social Responsibility (CSR) Manager

Main Duties and Responsibilities

with the approved budget.

Manage the CSR team

Communication

management of approved CSR projects.

the Company's approach on key CSR topics.

Strategy and delivery elop the Company CSR Strategy and execute action

Energy Resources

- Develop a framework for project design, execution,
- sustainability, and monitoring & evaluation. Initiate and lead implementation of new CSR initiatives agreed by management. Develop CSR budgets and monitor CSR expenditures, in line

Work collaboratively with key internal departments to shape

Develop the annual CSR report design and publication

Relations with authorities, joint venture partners, contractors

partner for successful projects implementatio

Build relationships with multilateral and bilateral

development institutions and development NGOs to ensur

coordination and collaboration in the development and

Convene events to showcase Tilenga project CSR impact by

Reporting

- Monitor other operators' CSR strategy.
- Manage contracting and procurement and project Undertake benchmarking efforts, third party disclosures and involvement in industry initiatives.
 - Prepare quarterly presentation updates for Stakeholder Engagements Produce periodic reports on the affiliate's CSR for internal
 - and external stakeholders.

nplementation of activities in the Albertine region and

Build relationships with Project Contractors and

in the selection, design and delivery of their CSR objectives

using relevant criteria including needs assessment, footprint/distribution of initiatives, selection of target

contractors to promote coordination and collaboration

explore opportunities for partnership.

Define a CSR communication plan within the affiliate Deliver IEC and communication materials to internal and **Qualifications & Experience** external stakeholders to promote awareness of the Company's' CSR initiatives and outcomes.

- University Degree in Development, Communication Political science. Economics, Rural development Agronomy, Sociology, Project management or engineering school / or Business school dearee. At least 6 years' experience managing community projects, development projects and/or in other similar area (NGOs,
- donors. State development funds. etc.). Ability to maintain good relations with a wide range of local
- Ensure the buy-in of relevant stakeholders for supported stakeholders, NGOs, donors, local authorities, local ommunitiee Identify organizations, associations, institutions with whom ility to work independently and meet deadlines.
 - Elexibility and team player.
 - Capacity to work in the field. Good report writing and analytical skills.

Social Package Manager

Develop the CSR program with partners.

the Company and its contractors.

and other stakeholders

Main Duties and Responsibilities Contractor Social Compliance

- Ensure delivery of comprehensive onboarding of contractors and subcontractors in field prior to mencement of activities
- Design, plan and implement an assurance framework for Contractor and Subcontractor social management including development of systems, procedures and processes tailored to risk
- Establish functional relationship with Contract/Package Managers and contractors and subcontractors to align on scope of work, risk, social management obligation capacity and resource requirements and Contractor and Company assurance.
- Risk Categorization: Review of Contractor Scope of Work and contract social exhibits to extract contractor social obligations and assign risk categorization to Contractor, eby informing intensity of field assurance.
- Ensure contractors apply the defined social standards and ensure that international best practice, company guidelines and sustainable development requirements are implemented and address non-compliance with corrective actions and escalation as required. Work with contractors to align on design and development
- of Social Management Plans and review and approve such locuments prior to their mobilization to field. Follow up to ensure that plans are operationalized into impactful programs. In consultation and coordination with Contractors and
- Subcontractors align on awareness requirements associated with the design, planning and execution of the social management programs.
- Manage Social Compliance assessment of contractors gathering and analyzing available information to identify gaps against specific obligations and relevant standards.
- Identify, propose, and monitor implementation of appropriate mitigation measures for risks and impacts.
- Monitor, evaluate, and report to stakeholders on anagement of the social obligations of Contractors and Subcontractors as required. Coordinate with internal functions responsible for related
- areas stakeholder engagement, for national content and local recruitment and procurement; CSR; HR and HSE.

Senior Human Rights Coordinator

Main Duties and Responsibilities

Support the Subsidiary to adhere to Company Human Rights commitments including to implement the United Nations Guiding Principles on Business and Human Rights, the United Nations Global Compact Principles, the OECD Guidelines for Multinational Enterprises, the fundamenta

- Lead knowledge sharing, learning, and development of the iance team; and knowledge sharing across the organization.
- Report on social compliance across the project. Manage Contractor Social Compliance teams, support their
- development, and provide them with the necessary tools to effectively deliver project compliance objectives
- Social Management Plans Implement framework for project design, planning,
- execution and monitoring & evaluation. Ensure contracting and performance management of Third-Party Service Providers delivering commitments set ut in social management plans.
- Review program scopes of work against approved Social Management Plans and revise as appropriate to manage project social risks and impacts.
- Coordinate and collaborate with other related functional areas included socio-economic development, CSR and national content.
- Engage effectively and report to internal and external Manage and develop the capacity of teams to effectively
- manage impactful projects, within the time and budget allocated.
- Any other activities appropriate to the effective anagement of project social risks and impacts.

Oualifications & Experience Bachelor's Degree or equivalent.

- Professional experience (8 years) in any combination of audit, compliance, contract management, or social rformance preferably with focus on labor and working conditions
- Awareness, knowledge, and experience in the design planning and execution of compliance processes.
- Knowledge of social compliance standards Good negotiation and conflict management skills.
- Ability to work with multiple teams in a complex and
- multicultural environment Good teamwork, strong minded, good analytical and
- ommunication skills. High Proficiency in Microsoft Office and other relevant software Ability to work with multiple teams in a complex and multicultural environment
- conventions of the International Labour Organization and
 - the Voluntary Principles on Security and Human Rights. Supports implementation of the Subsidiary Human Rights Support implementation by the Subsidiary of Ugandan laws
 - and policies with respect to Human Rights including the

Conduct site verification visits when required. Ensure that the standards expected by Company are consistently applied. Observe all Company Rules, Procedures and Instructions in the

Ugandan National Action Plan on Business and

Ensure the implementation by the Subsidiary and

the Tilenga Project of the Human Rights Impact

Oversee Subsidiary human rights due diligence

including assisting with the organization and

secretariat of the Subsidiary Human Rights

Committee, ensuring that decisions

documented and monitoring implementation.

Proactively promote awareness and

both internally and externally. Ensure adequate systems, tools and processes

are in place to appropriately monitor Human

Ensure adequate Human Rights Reporting

Carry out research and provide advice on matters

of concern in relation to human rights matters.

Attend where requested external meetings and

Carry out verifications to ensure compliance with

rnational & local human rights laws.

Rights issues and to ensure mitigation of Human

ncluding in relation to the Human Rights Impact

understanding of the Company, Subsidiary and Tilenga Projects' Human Rights commitments

future Human Rights Impact Assessment.

ssessment and assist with the conduct of any

uman Rights.

Rights measures.

Assessment Action Plan

ebinars relevant to the role.

Estates and Facilities Lead

Main Duties and Responsibilities

- Defines the affiliate office space strategy, ambition and roadmap in coordination with the business entities and affiliate teams. Contact person for Facility and Maintenance matters in the affiliate and follows up and report the implementation processes as recommended
- by Management. Ensures efficient working relationships between affiliate department teams, Business and other entities with active involvement of final user olutions
- Shares best practices, local initiatives and benchmarks, and provide feedback on Facility and Maintenance initiatives within the affiliate

Estates and Facilities strategy, budgeting, risk management, HR management. Defines the affiliate Estate and Facilities strategy

- and goals in line with Business requirements and roup's objectives and ensures adherence to the defined strateav.
- Defines and manages Estate and Facilities roadmap and provisions / optimizes Estate and Facilities budget and ensures that budget is always adhered to. Monitors and controls performance metrics
- related to the achievement of the Estate and acilities department's objectives.
- Puts in place risk management processes and ensures that risk management is embedded in Estate and Facilities processes and frameworks. Ensures recruitment of adequate profiles nages, coaches and motivates Estate and Facilities team members and ensures they have the required skills at all times

Estate and Facilities project portfolio management and reporting.

- Plan and oversees the realization of all affiliate's Estate and Facilities operations including proper office accommodation and maintenance of services for the affiliate within the predefined timeframe and budget. Technical Support, Operational assistance and
- Quality Assurance and ensure adequate resource planning within budget. Oversees the implementation of the continuous
- improvement process as well as the design and ntenance of the office space and resi Acts as the last escalation level and point of contact for technical problems and provides
- adequate problem resolutions. Ensures the implementation of corrective and

- performance of tasks Conduct activities in a manner which is respectful of Company and Affiliate images, bearing in mind
- the risk of reputational damage.

Qualifications & Experience

- Bachelor's degree in law, human rights, political science, business or a related degree. Law firm experience is added advantage but is not essential A mature, interpersonal and confident individual
- with good interpersonal skills. Eight (8) years' minimum experience as a lawyer,
- in human rights field or in a related discipline. A mature, interpersonal and confident individual with good interpersonal skills.
- Negotiation and conflict resolution. Communication skills –must be able to communicate effectively, articulate their view erbally and actively listen to other points of view
- Excellent writing skills are essential. Good organizational skills with a proven ability to multi-task whilst prioritizing own work, with
- minimum supervision. IT literacy – must be proficient in MS Office (Excel, Word and Access); familiarity with modern records management software applications is an
- dded advantage. Good capacity to work to tight deadlines and in a
- Reporting and summarizing skills

preventive actions

Oversee cost control activities related to the Section's expenditures as well as expenditures concerning the services of the company including Buildings and Housing Management and othe services

Estate and Facilities Service management, procurement, and relationship management

- Manages the relationship with stakeholders to anticipate their needs to maximize Business satisfaction
- Manages the relationship with HQ, and ensures efficient interactions with local Estate and Eacilities team
- Contract Management and relationship suppliers: oversee the realization of SLAs and chmark Estate and Facilities.
- Supervises and validates the procurement of new required services and makes sure that capacity requirements are always anticipated.
- Communicates change management, promote innovation, projects and department results, risks, changes to stakeholders as well as strategy, goals and KPIs policies and procedures to Estate and Facilities team. Promotes Estate and Facilities services results
- and trends across business. Identify and approves relevant concepts to optimize Estate and Facilities performance.
- Oversee the activities requiring the input of the Procurement Unit, H3SE including planning, solicitation, negotiation, and, if necessary nination of contractual and procurement action. Provide policy guidance on procurement as well as technical advice to the team and ensure hat established Company procurement policies and procedures are adhered to.
- Manage analysis and performance monitoring of the effectiveness and execution of asset management and control procedures in the
- Manage the allocation of space and office planning and coordinate related building services equirements; define, manage and coordinate facility-related requirements.
- Manage the facilities and contracts related to Estate and Facilities. Manage the provision and administration of
- hird-party liability insurance coverage for Company premises, property, assets and
- Draft, update and exercise the Company business continuity plan and other Organizationa



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Resilience Management System policies Carry out programmatic/administrative tasks necessary for the functioning of the Section, including preparation of budgets, assigning and monitoring of performance parameters and critical indicators, reporting on budget/programme performance, preparation of inputs for results-based budgeting, evaluation of staff performance in

- Ensure that the outputs produced by the Section maintain high-quality standards, comply with the relevant mandates and reports are clear, objective and based on comprehensive
- Prepare inputs for the work programme of the Division, identifying priorities, and allocating resources for the timely
- Foster teamwork and communication among staff in the

Senior Flow Assurance

- Ensure Company HSE rules are followed, in particular during different site support activities for example: flow assurance studies for site modification requests, preparation o
- non-routine operations, operational trouble shooting, etc. Demonstrate visible commitment to HSE by periodically leading/taking part in risk assessments, audits, HSE meetings,
- Provide support to diagnose and identify corrective actions related to flow assurance matters to resolve
- Ensure Engineering activities are performed in compliance with a high regard to Health. Safety. Security and
- Identify and resolve flow assurance issues which are critical during Project and Operational phases (e.g. preservation of surface facilities and wells, flushing and pigging operations, wax and viscosity management in the pipelines, etc.)
- Identify opportunities to optimize and debottleneck existing facilities, and pursue them to meet longer term EO objectives Assistance to site in analyzing production shutdowns and identifying mitigation/preventive actions.
- Assistance to new developments, HO studies and projects, and ensure that FO flow assurance feedback is provided. Define flow assurance scope/requirements for medium to long
- term projects for production optimization.
- Ensure provision of flow assurance inputs for facility modification and upgrade studies
- Ensure flow assurance simulation studies are performed as required (production optimization; forecasting; modification) Recommend solutions to optimize existing installations and
- Ensure that flow assurance documentation issued in the affiliate are in accordance with Company Rules and Specifications and with International Standards
- Guarantee the technical expertise of flow assurance studies Contribute to guaranteeing the respect of deadlines in the flow assurance studies under one's responsibility.
- Ensure contact with flow assurance specialists in OneTech Ensure flow assurance training of less experienced
- Prenare Operational mitigations, such as warm up, monitoring
- mitigation and remediation procedures for Preservation

Operations Safety Leader (OSL)

- Accountable for Well Instruction sheet and well loadshedding
- Take part in ESP Pre-Commissioning procedure development
- Implementation. Validate with contractor VSD & Step-up transformer settings.
- Follow activities on site related to ESP electrical checks and Spin test before the Step Up. Establish and participate in the writing of technical
- specifications for automated well control tools: FCW (Full Control of Wells) for installation on Tilenga sites, ensure parameters are correctly implemented.
- Participate in FAT, pre-production, acceptance, installation, and start-up of these tools on site.
- Support the teams on site for the best use of the FCW (Full
- Prepare training modules for new CRO and implement training
- program. Maintain and improve the technical repository in the Well domain by capitalizing on feedback from users Follow up well and surface network interventions that could

Section and across organizational boundaries Knows and observes the company HSE policy, rules and procedures, participation to HSE activities and globa improvement

Oualifications & Experience

- Master's degree in relevant field Bachelor's degree in a related field.
- Minimum 8-10 years' experience in maintenance projects
- Knowledge of tendering procedures and negotiation
- Knowledge of budget control (Costs and deadlines). Ability to make decisions and arbitration, good custome
- Availability, autonomy, integrity, responsiveness and
- decisivene
- Flushing and Pigging of uncompleted wellpads and dead legs towards HAZOP reviews, project safety rev technical audits and value engineering during various phases
- of project implementation and operational phase Review flow assurance related technical documentation submitted for COMPANY approval by Engineering Contractors and other third parties.
- Support the Commissi ning/start up teams and Production/Maintenance/Inspection_COMPANY_teams_as

Interfaces

- Ensure interface requirements with the Wellpads facilities lowlines and pipelines are incorporated into the design and well defined in operating philosophy.
- Ensure interface with Polymer injection project and its impact on flow assurance management is well addressed. Ensure the design considers operations and maintenance
- uirements, propose mitigations

Quality

Provide effective leadership in quality performance Participate in project and operational reviews as requested by the Company Referential.

Digital

- Ensure implementation of Digital systems and tools in consultation with the Project Digital Lead.
- Coordinate implementation of Flow assurance software prior to the Operations phase.
- Contribute to definition of Collaborative work environment philosophy and adequate digital tools

Oualifications & Experience

- Degree in Petroleum / Process / Chemical Engineering or Min 10 years' experience in oil and gas process/production
- On site operations experience is an advantage
- Know-how and expertise in operation and process of producing heavy oil, waxy crude Strong experience in Network simulations, Production
- chemistry, wax and thermal management Expertise of flow assurance software (Olga, LedaFlow,PipeNet
- etc.) and in interpreting flow assurance results n-solving skills for complex and integrated processes
- Knowledge of industry norms and specifications
- have an impact on production
- Develop new digital tools for better predictive approach and help decision on well operation.
- Participate in the definition of needs in terms of automated well in multi-trade projects: WPG (Well Performance Group), PPG (Production Performance Group) aimed at developing tools to maximize well productivity and/or production. Animate the community of FCW users in the affiliate to capture the needs of adaptation, evolution and nts of the tool according to the best practices and share them.
- Manage the well troubleshooting either during the well run or ESP test with support from ESP supplier, Well Performance Feam, Reservoir, Completion, Production
- Participate in the development of NPDMS for the well test
- Monitor the well behavior and ESP operating parameters Participate in the Collaborative Environment / Smart room ESP
- and Wells follow up development, implementation and start

- Contribute to daily shortfall analyses and production forecast.
- Ensure ESP run continuously within the operating envelope as recommended by the manufacturer Smart room focal point for 1st level of troubleshooting.
- In collaboration with Process and Flow assurance and Reservoir monitoring teams develop and maintain models of wells and surface network for production data monitoring (wells and surface network)
- Coordinate multidisciplinary well studies and operations together with, field operation engineers and drilling/completion engineers
- Digital: involved in development of new digital tools for better predictive approach and help decision on well operation

Oualifications & Experience.

- Engineering or equivalent qualification.
- 12 years minimum in Oil & Gas industry. Oil production affiliate exposure, FOPS Method team, GSR team, exposure as Well performance engineer on operated asset and/or Smart room. Sound knowledge in well performance tools

Head Of Upstream Production Methods

Main Duties and Responsibilities:

- Responsible for the efficient and timely organization of the preparation work of the production activities needed for the start-up and first years of operation phases of TILENGA Field HSE objectives for production department, production efficiency objectives, start-up sequences, procedures, work permits vstem, standing instructions, support needs
- Prepare the various sub-contracts needed for TILENGA production for chemical supplies, laboratory studies in liaison with the Project and Company as required.
- Support organization of the production personnel training program in line with OPERCAP methodology and in close liaison with the Operations Interface Coordinator and Company.
- Organize the Production team input in the TILENGA Field development design. FATs in particular for the acceptance of the ICSS and Training Simulator, the Overall Control of Wells and Risers System, the P Supervisory System, construction / pre-commissioning, commissioning and hand-over activities in particular conformity checks, OTPs, punch list in liaison with the Project Engineering / Construction and
- Take leadership in the Production Data Management System (PDMS) development
- Participate in close liaison with the HSE Manager in the identification of the Safety Critical Elements, Emergency Procedures in the definition of the related testing and recording requirements Review and approve the Operations Manuals to be developed under the Technical Support department
- responsibility

Qualifications & Experience

- Engineering degree with a higher gualification in Petroleum Engineering a plus
- Minimum 15 years' experience and minimum 10 years supervision experience. Extensive knowledge of company procedures and the applicable legislation of the country being worked in Knowledge of business drivers and where operations affect company objectives. Canable of making commercial decisions to meet business objectives and ensuring that onshore operational activity maintains the technical integrity of the facility and adheres to statutory classification and HSE requirements

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 22nd March 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.