

JOB DESCRIPTION

Job Title:	Head of Engineering
Department:	Engineering
Onshore/Offshore:	Onshore
Location:	Aberdeen
Reports to:	Chief Technical Officer(CTO)

Role Purpose	
<i>Write a short description of the role below:</i>	
<p>Reporting to the Chief Technical Officer the Head of Engineering will provide overall leadership to the Engineering function, ensuring the required delivery of Engineering support to the business is met. Leads the team of discipline leads (technical authorities) and the Integrity team, setting the teams' priorities to ensure corporate objectives are met.</p> <p>Promotes a culture of technical excellence, independent judgement and professional integrity across all disciplines.</p> <p>Ensure discipline teams are adequately resourced to ensure technical support is provided to assets, projects and audit/assurance activities to ensure technical risk is managed and corporate priorities are delivered.</p> <p>Owns engineering processes and procedures and ensures company technical records are maintained.</p>	

Areas of Responsibility	
Geographical Span:	Serica operated assets.
Budgetary Responsibilities:	Yes
Direct Reports:	Yes – team of lead engineers / technical authorities.
Travel Required:	Occasional offshore travel, as required

Main Tasks <i>(please list 4 {minimum} to 10 {max.} tasks)</i>	
<i>Please note that this list of duties is not exhaustive, and employees will be expected to undertake reasonable duties commensurate of their role and grade.</i>	
<ul style="list-style-type: none"> • Head of Engineering function for company, providing overall leadership for all aspects of Engineering. • Oversees the delivery, quality and effectiveness of engineering delivery to the business. • Works with the CTO to drive delivery of corporate objectives relevant to engineering. • Ensures compliance with company standards, procedures and regulatory requirements. Owner of key engineering procedures, Management of Change procedure, Verification Scheme and other Operating Management System (OMS) documents as applicable. Applies a continuous improvement approach to managing OMS documents. 	

- Leads the team of engineering discipline leads (technical authorities) and the Integrity team. Create a high performing team through the effective use of regular performance reviews, Serica reward process and robust performance management. Promotes a culture of technical excellence, independent judgement and professional integrity across all disciplines. Sets the team’s priorities to ensure key business priorities are met and technical support is provided across operations support, project delivery, audit and assurance activities and other corporate objectives as required.
- Acts as final technical authority for escalated technical issues, unresolved disputes or cross-discipline conflicts where resolution cannot be achieved within the delegated Technical Authority structure.
- Provides oversight of engineering barrier integrity and cumulative asset risk, ensuring SECE health, MAH representation and ALARP status remain accurate, defensible and transparently reported. Appoint SECE owners and ensure clear accountability for SECE performance and verification.
- Ensures technical assurance is being delivered to the business on the health of SECEs, project delivery, asset lifecycle integrity and acceptable technical risk.
- Ensures compliance with the Management of Change procedure to properly evaluate the impact of modifications.
- Provide governance oversight of asset integrity management strategies across operated assets, ensuring consistency, proportionality and alignment with regulatory obligations, Safety Case commitments and corporate standards.
- Maintain oversight and assurance of work carried out by engineers in the team. Provide a high level of specialist technical/engineering advice and support to the Company and take a lead role in ensuring the team effectively manages and resolves integrity and operational issues.
- Establish, control and oversee the delegation of technical authority responsibilities, within each discipline, to competent discipline engineers.
- Ensure technical records are maintained as required by Document Management and Close-out procedures.
- Monitor the delivery of Contract for Service TA services against agreed objectives and KPIs, including reviewing quality, timeliness, and effectiveness of technical assurance outputs.
- Oversee discipline health and advise on required resource levels. Provide coaching and support development needs. Develop and maintain discipline succession plans. Own competence assurance process and ensure compliance. Determine requirements for outsourced engineering support where required.
- Engage with regulators, duty-holder forums and industry bodies to ensure compliance and to influence good practice and guidance relevant to the regulatory regime. Support technical authorities with regulatory inspections, improvement actions and enforcement responses.
- Lead incident investigations when required.
- Establish and manage annual engineering and integrity budgets related to the role.

Professional/Educational Requirements	
Professional/Educational Requirements <i>(please list 1 {minimum} to 6 {max.} requirements)</i>	
Essential:	<ul style="list-style-type: none"> • Degree level qualification in an Engineering discipline and holds Chartered status. • A minimum of fifteen years’ experience in relevant Engineering work supporting oil and gas assets across the asset lifecycle, with a focus on supporting operations, brownfield modifications and projects. • Experience managing engineering teams.

	<ul style="list-style-type: none"> • Detailed knowledge of applicable regulations, industry standards, good practice and guidance. • High level of commercial awareness with a proven ability to make difficult financial and technical decisions. • The ability to build relationships and communicate issues clearly to all stakeholders including Executive Leadership Team members.
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Acknowledgement	
<i>I have read this job description and fully understand the requirements for my role within Serica.</i>	
Employee Signature:	
Print Name:	
Job Title:	
Date:	