Operational Risk Lead

Location: Onshore Aberdeen, opportunity for hybrid working
Salary: Competitive
Date Posted: Friday, 14 August 2026
Closing Date: Friday, 05 September 2026

The Role

At Serica Energy, managing risk effectively is fundamental to protecting our people, assets, environment and business performance. As Operational Risk Lead, you will play a key role in strengthening the way operational and functional risks are identified, understood and managed across our portfolio.

Reporting to the Process Safety, Risk & Assurance Manager, you will provide leadership for Serica's operational risk framework, ensuring a consistent and practical approach to risk management that supports informed decision-making at every level of the organisation.

This is a highly visible role that sits at the intersection of operations, engineering, HSE, assurance and business leadership. Through strong Communication, you will translate complex risk information into clear insights, helping leaders understand emerging threats, control effectiveness and mitigation priorities.

You will foster a culture of Empowerment & Accountability, encouraging robust risk ownership while providing constructive challenge to improve the quality of risk assessments, governance and reporting. Your ability to influence without direct authority will be key to building alignment across diverse stakeholder groups.

We are looking for someone who embraces Learning and continuous improvement, using assurance findings, operational performance data and industry good practice to enhance risk visibility and organisational resilience. Above all, you will lead with Respect, building trusted relationships that support open dialogue, sound judgement and effective risk-based decision making.

What we are looking for in potential candidates:

We're seeking a proactive risk professional who can provide insight, challenge and leadership in a complex, high-hazard operating environment.

Key Responsibilities

- Maintain and continuously enhance Serica's operational risk management framework, tools and processes.
- Support assets and functions in identifying, assessing and managing material operational risks.
- Analyse and consolidate risk information to identify trends, emerging threats and cross-functional exposures.
- Produce high-quality risk reporting and insights for management, executive and governance forums.
- Promote effective risk ownership, control assurance and mitigation action tracking across the business.
- Build risk management capability through coaching, stakeholder engagement and continuous improvement initiatives.

Experience & Qualifications

- Degree-qualified in Engineering, Risk Management or a related discipline, with a recognised risk management qualification desirable.
- Experience in operational risk, enterprise risk, assurance, audit, HSE, operations or engineering within oil and gas or another high-hazard industry.
- Strong understanding of risk management frameworks, governance processes and control effectiveness principles.
- Proven ability to interpret complex information and communicate clear, actionable insights to senior stakeholders.
- Experience preparing executive-level reports, risk reviews and governance papers.
- Strong stakeholder management, influencing and facilitation skills, with the confidence to challenge constructively.

Our Culture

Serica offers the opportunity to be part of a busy, vibrant working environment with a strong culture rooted in mutual respect and trust.

We are passionate about building an inclusive culture that attracts and encourages diversity. We want our employees to feel that they can bring their true self to work, as we recognise the potential that this unlocks and the value that it brings.

We have created an environment that puts people at the heart of everything we do, based on a shared set of values. This means not just doing the essentials of looking after everyone's health, safety and wellbeing but their development, their sense of belonging and their success. Only by making our values a real part of everyday life at Serica can we achieve our goals and grow as individuals and together.

In real terms this means being truly supportive of the things that matter to our people.

Next Steps

If, having read the information above, you would be interested in a conversation to take things forward, please use the **Apply Here** button to submit your application.

Please note that applications for this role will be managed by our recruitment partner, the Orion Group. By submitting your application, you acknowledge that your personal data will be shared with and processed by Orion for the purposes of recruitment. For queries or to exercise your data protection rights, you can contact Orion at marketing@orioneng.com. Further information on how your data is used can be found in their Privacy Policy.

JOB DESCRIPTION

Job Title:	Operational Risk Lead
Department:	Technical
Onshore/Offshore:	Onshore
Location:	Aberdeen
Reports to:	Process Safety, Risk & Assurance Manager

Role Purpose

The Operational Risk Lead is responsible for supporting the company's approach to identifying, assessing, monitoring, and reporting operational and functional risks across the business.

The role provides central leadership for the operational risk framework, helping the business develop a clear view of material risk exposures, control effectiveness, and mitigation priorities. Working with assets, functions, and leadership teams, the role supports the consistent application of risk management processes and translates asset and function-level risks into clear, aggregated insight for Enterprise Risk Management and executive decision-making.

The Operational Risk Lead is not the owner of operational risks in the business, but acts as the functional lead for the framework, coordination, challenge, analysis, and reporting that enables effective risk visibility and governance across the portfolio.

Areas of Responsibility	
Geographical Span:	Serica Assets
Budgetary Responsibilities:	Yes
Direct Reports:	No*
Travel Required:	Occasional offshore / onshore travel required

Main Tasks

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.

Operational Risk Framework

- Support the development, implementation, and continuous improvement of the company's operational risk management framework
- Maintain risk management standards, processes, tools, and guidance for use across assets and functions
- Promote a consistent approach to the identification, assessment, documentation, and escalation of operational and functional risks
- Ensure the framework remains practical, proportionate, and aligned with company governance requirements and Enterprise Risk Management

Risk Identification and Assessment

- Support assets and functions in identifying material operational and functional risks, including threats to safety, production, asset integrity, execution, compliance, and business continuity

- Facilitate or support structured risk assessments, reviews, and discussions with risk owners and leadership teams
- Ensure risk descriptions, causes, consequences, controls, and mitigation actions are clearly articulated and decision-useful
- Provide constructive challenge where risks are poorly defined, insufficiently supported, or not appropriately escalated

Risk Aggregation and Enterprise Risk Management Support

- Consolidate and analyse operational and functional risk information from across the business to identify common themes, concentrations, and emerging exposures
- Translate asset and function-level risks into aggregated insight to support Enterprise Risk Management processes
- Support the preparation of operational risk inputs for executive risk reviews, enterprise risk registers, and board reporting
- Highlight systemic risks, cross-functional dependencies, and areas requiring leadership attention or intervention

Governance, Reporting and Insight

- Prepare high-quality operational risk reporting for management, executive, and governance forums
- Maintain visibility of risk trends, control weaknesses, overdue mitigation actions, and changing exposure levels
- Develop reporting that provides clear insight rather than simple risk register administration
- Support risk governance forums through agenda preparation, analysis, papers, and follow-up actions

Risk Ownership, Control Effectiveness and Action Tracking

- Work with risk owners to strengthen understanding of key controls, mitigation actions, and residual risk exposure
- Support the business in assessing the effectiveness of existing controls and identifying gaps or weaknesses
- Track material risk actions and support transparent reporting of delivery, slippage, and residual exposure
- Encourage disciplined ownership and accountability for managing risk at asset and functional level

Business Engagement and Capability Building

- Build strong working relationships with operations, engineering, maintenance, projects, HSE, finance, and functional leadership teams
- Provide coaching and guidance to support risk owners and teams in applying the risk framework effectively
- Promote a stronger risk culture by improving the quality of risk conversations, analysis, and escalation across the business
- Help embed risk thinking into business planning, performance review, and decision-making processes

Continuous Improvement and Integration

- Identify opportunities to improve the quality, usefulness, and efficiency of operational risk processes and reporting
- Use assurance findings, incident trends, process safety themes, and business performance insights to strengthen risk visibility and prioritisation
- Work closely with the Operational Assurance Lead and Process Safety Manager to ensure alignment across assurance, process safety, and operational risk activities
- Maintain awareness of industry good practice and evolving expectations in operational risk management

Budgetary Responsibility

- Decide: Selection and approval of third-party Enterprise Risk providers within delegated financial authority
- Decide: Manage annual Enterprise Risk budget for functional costs within delegated financial authority

Decide/ Agree Rights

- Decide: Design, structure and ongoing enhancement of the Enterprise Risk Management (ERM) Framework, tools, templates and guidance
- Agree: Enterprise risk ownership and mitigation commitments with functional heads and asset managers
- Agree: Enterprise risk scoring and classification outcomes with relevant stakeholders
- Agree: Business Continuity Plan and Disaster Recovery arrangements with responsible business functions
- Agree: Formal regulatory responses related to enterprise risk matters

Professional/Educational Requirements

Essential:

Education:

- Degree in Chemical Engineering, Process Engineering, Risk Management, or a related discipline relevant to enterprise and operational risk management
- Professionally recognised risk qualification or status

Professional Experience:

- Relevant experience in operational risk, enterprise risk, assurance, audit, HSE, operations, engineering, or business performance within oil and gas or another high-hazard industry
- Experience of supporting risk assessment, risk reporting, or governance processes in a complex operating environment
- Experience working with multiple functions and stakeholders to consolidate and interpret risk information
- Experience preparing management-level or executive-level reports and papers
- Experience in upstream oil and gas and/or North Sea operations would be advantageous

Technical & Regulatory Knowledge:

- Strong understanding of risk management principles, including identification, assessment, control evaluation, mitigation, and escalation
- Good understanding of operational risk in a high-hazard industry context
- Familiarity with enterprise risk management concepts and governance processes
- Understanding of the relationship between operational risk, assurance, process safety, compliance, and business performance
- Knowledge of risk reporting, risk registers, action tracking, and governance disciplines

Leadership & Communication:

- Strong analytical and critical thinking skills
- Able to interpret complex information and convert it into clear business insight
- Strong written and verbal communication, including executive-quality reporting
- Confident facilitating discussions and challenging constructively
- Well organised, disciplined, and detail-conscious
- Able to work across functions and influence without direct authority
- Commercially aware and able to balance rigour with pragmatism