

## Decommissioning Manager

Location: Onshore Aberdeen, opportunity for hybrid working

Salary: Competitive

Date Posted: Thursday 11 June 2026

Closing Date: Thursday 9 July 2026

### The Role

As Decommissioning Manager, you will play a critical role in shaping and delivering Serica Energy's decommissioning strategy across our UKCS asset portfolio. You will be accountable for ensuring that decommissioning activities are planned and executed safely, efficiently and in full compliance with regulatory and environmental requirements — protecting both the business and the wider environment.

You will act as the focal point for decommissioning within the organisation, providing clear direction and leadership across complex, multi-disciplinary programmes. Through strong communication, you will translate technical and regulatory requirements into clear delivery strategies, enabling informed decision-making across senior stakeholders and project teams.

Working closely with internal teams and external partners, you will build collaborative relationships grounded in respect, aligning priorities across subsurface, wells, subsea, projects and HSEQ functions. Your ability to engage confidently with regulators and contractors will be key to ensuring alignment, transparency and successful outcomes.

You will bring a mindset of continuous learning, keeping pace with evolving industry practices, regulations and technologies. By applying lessons learned and driving best practice, you will strengthen Serica's approach to decommissioning, ensuring plans remain robust, efficient and forward-looking.

With full accountability for programme delivery, governance and cost control, you will be empowered to lead and make decisions that drive safe and effective outcomes. A strong focus on empowerment and accountability will be essential — ensuring risks are managed proactively, obligations are met, and decommissioning activities are delivered to the highest standards.

### What we are looking for in potential candidates:

We are looking for an experienced and strategic leader who can drive decommissioning delivery while influencing across a complex stakeholder landscape.

### Key Responsibilities

- Lead the development and execution of decommissioning strategies and plans across the asset portfolio
- Provide technical and commercial oversight of decommissioning programmes, ensuring safe, compliant and cost-effective delivery
- Act as the primary interface with regulators, partners and contractors on decommissioning matters
- Integrate decommissioning activities across wells, subsea and facilities, ensuring alignment with broader asset and project plans
- Manage budgets, schedules and risks, providing clear reporting and forward-looking insight to senior leadership
- Drive continuous improvement in decommissioning processes, governance and performance, embedding best practice across the organisation

## **Experience & Qualifications**

- Significant experience in decommissioning within oil & gas, ideally including UKCS regulatory environment
- Strong technical understanding of wells, subsea and facilities decommissioning activities
- Proven leadership experience managing complex, multi-disciplinary programmes
- Strong knowledge of regulatory, environmental and safety requirements
- Excellent stakeholder management and communication skills, including regulator engagement
- Degree qualified (or equivalent), with relevant engineering or technical background advantageous

## **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, the next step is to contact [Lachlan.nicholson@orioneng.com](mailto:Lachlan.nicholson@orioneng.com) at Serica's Recruitment Partner, The Orion Group.

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](mailto:marketing@orioneng.com). Further information on how your data is used can be found in their [Privacy Policy](#).

## JOB DESCRIPTION

<b>Job Title:</b>	Decommissioning Manager
<b>Department:</b>	Projects
<b>Onshore/Offshore:</b>	Onshore
<b>Location:</b>	Aberdeen
<b>Reports to:</b>	Head of Projects

<b>Role Purpose</b>	
<i>Write a short description of the role below:</i>	
<p>The Decommissioning Manager will act as the central coordination point for all decommissioning activities across the company's asset portfolio, ensuring delivering safe, compliant, and cost-effective execution throughout the full project life cycle. The role will be responsible for establishing and maintaining corporate decommissioning processes, standards, and governance frameworks to ensure a consistent and robust approach to managing decommissioning activities. Operating within a matrix organisation, the Decommissioning Manager will provide functional leadership, expert guidance, and strategic direction, reporting directly to the Head of Projects.</p> <p>The role requires demonstrable experience of decommissioning within the UK oil and gas sector, including strong working knowledge of the regulatory requirements and confidence in engaging with OPRED, the NSTA, and OEUK.</p>	

<b>Areas of Responsibility</b>	
<b>Geographical Span:</b>	Applicable across Serica Portfolio
<b>Budgetary Responsibilities:</b>	Yes
<b>Direct Reports:</b>	Yes
<b>Travel Required:</b>	Occasional as required

<b>Main Tasks</b>	
<p><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></p>	
<b>Strategic &amp; Governance Responsibilities</b>	
<ul style="list-style-type: none"> <li>• Develop, implement, and maintain corporate decommissioning policies, procedures, standards, and guidelines to support consistent, high-quality project delivery and regulatory compliance.</li> <li>• Create and maintain a decommissioning governance framework aligned with company objectives, industry best practice and guidelines, and regulatory requirements.</li> <li>• Deliver asset specific decommissioning philosophies</li> </ul>	

- Lead the development of long-term decommissioning plans and liability assessments across the asset portfolio.
- Provide functional oversight and assurance for decommissioning scopes across all operated assets.

**Project Lifecycle Responsibilities**

- Oversee decommissioning planning and execution across all project phases, from early concept development through to post-close-out activities.
- Responsible for supporting asset teams with preparation of Decommissioning Programmes and regulatory submissions.
- Drive project decision-making based on risk, value, safety, and environmental performance.
- Champion that lessons learned and continuous improvement practices are embedded across all decommissioning activities.
- Oversight of overall decommissioning activity schedules
- Develop and maintain decommissioning estimates
- Input to functional plans to identify resources across assets

**Regulatory & Stakeholder Engagement**

- Act as the primary focal point for OPRED in relation to decommissioning projects, ensuring compliance with regulatory obligations.
- Represent the company with Joint Venture Partners and Retained Liability Parties in all matters related to asset decommissioning
- Maintain strong working relationships with the NSTA and OEUK.
- Coordinate regulatory submissions, approvals, and reporting in accordance with applicable legislation and guidance.
- Represent the company in industry forums, working groups, and regulatory discussions where appropriate.

**Technical & Leadership Responsibilities**

- Provide expert technical advice and assurance on decommissioning engineering, planning, cost estimation, contracting strategy, and execution management.
- Support cross-functional teams operating within a matrix environment, ensuring alignment between wells, subsea, projects, operations, engineering, HSE, commercial, legal, and operations functions.
- Mentor and develop internal capability on decommissioning practices and regulatory requirements.
- Oversee contractor engagement, scope definition, and performance management for decommissioning services.

**Professional/Educational Requirements**

**Essential:**

**Essential**

- Degree in Engineering, Project Management, or a relevant technical discipline.
- Extensive demonstrable experience in offshore oil and gas decommissioning within the UKCS, covering the full project lifecycle.

	<ul style="list-style-type: none"><li>• Demonstrable HSE leadership skills</li><li>• Strong working knowledge of UK decommissioning legislation and regulatory processes, particularly with OPRED.</li><li>• Proven experience of working directly with OPRED, NSTA, and OEUK.</li><li>• Ability to develop and implement corporate procedures, governance frameworks, and assurance processes.</li><li>• Strong project management, organisational, and communication skills.</li><li>• Experience working in a matrix organisation, with ability to influence without direct authority.</li></ul> <p><b>Desirable</b></p> <ul style="list-style-type: none"><li>• Chartered Engineer (CEng) or equivalent professional accreditation.</li><li>• Formal project management qualification (e.g., APM, PMP, PRINCE2).</li><li>• Experience in late-life asset management or abandonment operations.</li><li>• Familiarity with cost estimation methodologies and decommissioning liability modelling.</li><li>• Experience managing multidisciplinary teams and external contractors.</li><li>• Current Offshore BOSIET</li></ul>
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