

Rotating Equipment Lead Engineer (Technical Authority)

Location: Onshore Aberdeen, opportunity for hybrid working

Salary: Competitive

Date Posted: Friday, 29 May 2026

Closing Date: Monday, 22 June 2026

The Role

Reporting to the Head of Engineering, you will take ownership of the rotating equipment discipline across Serica's operated assets. As Technical Authority, you will ensure the safe, reliable and efficient performance of critical equipment, providing clear technical direction that supports production, integrity and long-term asset value.

You will lead and develop a team of rotating equipment engineers, creating a disciplined and collaborative environment where communication is clear, expectations are understood and delivery is consistent. Through coaching and mentorship, you will strengthen capability, ensuring the discipline remains resilient and aligned to business priorities.

Acting as the organisation's subject matter expert, you will provide authoritative technical guidance on a wide range of equipment including turbines, compressors and pumps. You will play a central role in evaluating operational risks, supporting Management of Change, and approving key decisions where safety, integrity or performance may be impacted — always with a strong sense of accountability.

A key element of the role is maintaining and governing discipline standards, including performance standards, maintenance strategies and technical assurance processes. You will ensure that these are applied consistently across operations and projects, driving reliability and supporting safe, compliant asset performance throughout the lifecycle.

You will work closely with engineering, operations and project teams to resolve complex challenges, ensuring rotating equipment considerations are fully integrated into decisions and designs. Through a culture of learning, you will promote continuous improvement, drawing on insights from performance trends, audits and investigations.

Engaging with stakeholders across the business and externally, you will build trusted relationships grounded in respect, providing clear, independent judgement and influencing best practice. This role brings real empowerment, with the authority to challenge decisions and shape outcomes that safeguard both people and assets.

What we are looking for in potential candidates:

We are seeking an experienced rotating equipment specialist who can lead with confidence, provide sound technical judgement and positively influence across the organisation.

Leadership & Responsibilities

- Lead and develop a high-performing rotating equipment engineering team
- Act as Technical Authority, providing independent assurance and decision-making on risk-based matters

- Own and maintain discipline standards, maintenance strategies and performance requirements
- Provide expert support on operational, project and integrity-related issues
- Lead assurance activities including audits, technical reviews and performance monitoring
- Engage effectively with stakeholders, including regulators and industry bodies

Experience & Qualifications

- Degree in Mechanical Engineering (or equivalent); Chartered status preferred
- Extensive experience with rotating equipment in UKCS oil and gas operations
- Strong understanding of asset integrity, safety standards and regulatory frameworks
- Proven leadership experience with the ability to build and develop teams
- Ability to provide independent technical judgement and challenge when required
- Strong communication and stakeholder engagement skills

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 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. Further information on how your data is used can be found in their [Privacy Policy](#).

JOB DESCRIPTION

Job Title:	Rotating Equipment Lead Engineer (Technical Authority)
Department:	Engineering
Onshore/Offshore:	Onshore
Location:	Aberdeen
Reports to:	Head of Engineering

Role Purpose

Write a short description of the role below:

Reporting to the Head of Engineering, the Rotating Equipment Lead (Technical Authority) will be the discipline head for all matters related to rotating equipment. The role will manage a team of discipline engineers to ensure business priorities are delivered and will ensure competence and discipline health across all departments.

As discipline Technical Authority the role will ensure the technical integrity of related equipment across the asset lifecycle and will own all discipline related Performance Standards, OMS documents, Technical Standards and Maintenance Strategies. The role will provide subject matter expertise to the business and will provide independent review and approval of risk based decisions including ORAs, MOCs, maintenance deferrals and deviations to standards. The role will support project delivery ensuring the correct application of standards and ensuring operability requirements are met.

Areas of Responsibility

Geographical Span:	Serica operated assets.
Budgetary Responsibilities:	Yes
Direct Reports:	Yes
Travel Required:	Occasional offshore travel, as 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.

- **Technical Leadership**
 - Lead a team of Rotating Equipment engineers to ensure business priorities are delivered. Create a high performing team through effective coaching, performance management and annual assessments.

- Discipline head, ensuring discipline health across all areas of the business (Engineering, Operations, Projects) including competence assurance, technical guidance and direction, coaching/mentoring, development of team and succession planning.
- Subject matter expert and appointed Technical Authority for all aspects of rotating equipment including gas turbines, compressors, pumps and internal combustion engine equipment.
- Provide technical expertise and professional engineering judgement on key operational engineering issues related to rotating equipment including assessing the safety, integrity, and production implications arising from operational conditions, deviations, or events.
- Establish, control and oversee the delegation of technical authority within the discipline to competent discipline personnel.
- Maintain oversight and assurance of work carried out by engineers in the discipline. Provide direction, technical advice and support as required.
- Set, maintain and assure SECE Performance Standards. Monitor and audit SECE performance as part of the company's assurance program.
- Define, maintain and approve assigned OMS documents, Technical Standards and Maintenance Strategies.
- Drive the adoption of innovative technologies and digital solutions to enhance operational efficiency, process safety, and data-driven decision making.
- Contract owner for relevant contracts as required.
- **Risk Assessment and Management**
 - Review and evaluate Operational Risk Assessments and other asset risk evaluations to ensure that potential hazards are identified, analysed, and mitigated appropriately.
 - Assume ownership of the Performance Standards for assigned Safety and Environmentally Critical Elements (SECEs), ensuring compliance with Performance Standards over the asset lifecycle.
 - Support the Management of Change (MoC) process by ensuring that any operational or technical changes are thoroughly evaluated and approved prior to implementation.
 - Approval authority for the discipline for specific processes (Inhibits and overrides, deferrals etc)
 - Collaborate with engineering and operations teams in the identification and management of asset risks, ensuring that robust risk reduction strategies are implemented.
 - Support multidisciplinary reviews, including HAZID, HAZOP and project checkpoint reviews as required.
- **Audit and Assurance Activities**
 - Lead and coordinate internal audits and assurance reviews relating to rotating equipment.
 - Provide independent, discipline-specific assurance to ensure compliance with regulatory and company requirements.
 - Establish key performance indicators (KPIs) and assurance metrics to monitor process safety performance and the effectiveness of risk mitigation measures.
 - Carry out 'Formal Technical Assessments' on the health of SECE barriers and ensure action is taken to address degraded barriers.
- **Project Oversight**
 - Support project teams with input to design decisions, review of key deliverables (such as Basis of Design documents) and resolving technical queries.

- Evaluate project proposals, designs, and engineering documentation to identify potential risks and ensure compliance with Serica standards and that operability and maintainability requirements are being met.
- **Incident Response and Investigation**
 - Lead technical investigations and root cause analyses (RCA) for discipline related incidents or equipment failures.
 - Ensure corrective actions are effectively implemented and lessons learned are integrated into updated procedures.
- **Stakeholder Engagement**
 - Engage with regulators, duty-holder forums and industry bodies to share and influence good practice and guidance relevant to the regulatory regime.

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 Mechanical Engineering or equivalent. Chartered status preferred. ● Significant experience in relevant Engineering roles across the asset lifecycle in UKCS oil and gas operations, with a focus on supporting the operational phase and brownfield modifications and projects. ● Detailed knowledge of applicable safety regulations, industry standards, good practice and guidance relating to their discipline ● Detailed understanding of key legislation and regulatory framework applicable to UKCS offshore installations. ● Proven line management skills with the ability to create a high performing team. ● Excellent communication skills, capable of engaging effectively with stakeholders at all levels. ● Provides robust, independent technical judgement and is prepared to challenge decisions where safety, integrity or compliance may be compromised.