

Southern North Sea Asset Manager

Location: Onshore Aberdeen/ Hoofddorp, opportunity for hybrid working

Department: General Management

Reports to: COO

Salary: Competitive

Date Posted: Friday, 15 May 2026

Closing Date: Sunday, 14 June 2026

The Role

This is a business leadership role with clear responsibility for getting the most value from Serica Energy's operated assets in the UK Southern North Sea and the Netherlands. Reporting to the Chief Operating Officer, it suits someone comfortable balancing strategy with day-to-day decision-making, and who enjoys leading people while keeping a close eye on commercial performance.

The role holds ownership of life-of-field plans and overall financial performance for the Southern North Sea and Netherlands portfolio, including the Greater Markham Area, Eris and Ceres. You will bring together multi-disciplinary teams to run the assets safely, optimise production, extend field life and progress opportunities that genuinely add value.

How you will lead

You will set clear direction for asset teams and keep communication straightforward and open. Building strong, practical working relationships across the business — including with partners, regulators and works councils — will be essential, alongside the ability to listen carefully, challenge constructively and bring people with you.

Continuous improvement will be part of how you will approach the role day-to-day, whether through strengthening operational performance, improving process safety or learning from experience to refine how work is done. High standards will be expected, balanced with a genuine commitment to developing capability and confidence within the team.

As the senior asset owner and Duty Holder, you will take accountability for decisions and outcomes, trusting teams while being clear on expectations. Technical, operational and commercial considerations will be weighed pragmatically, with timely decisions that support both current performance and long-term asset value.

You will lead in a fair and inclusive way, grounded in respect for people and professional judgement. Safety, integrity and wellbeing will be embedded in how the assets are run, shaping everyday behaviours rather than serving as abstract principles.

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:	Southern North Sea and Netherlands Area/Hub Asset Manager
Department:	General Management
Onshore/Offshore:	Onshore
Location:	Aberdeen/Hoofddorp
Reports to:	Chief Operating Officer

Role Purpose

Owner of the life of field plan and financial management for Serica Energy's Southern North Sea and Netherlands Operated Assets. Accountable for the leadership of day-to-day operations and process safety performance of the assets. Accountable for the development and implementation of strategies to safely manage and optimise production, whilst overseeing the integration of all activities relating to the asset's performance and people.

Areas of Responsibility

Geographical Span:	Serica Assets - UKCS Southern North Sea and Netherlands (Greater Markham Area, Eris and Ceres)
Budgetary Responsibilities:	Yes
Direct Reports:	Yes
Duty Holder:	Yes
Travel Required:	Occasional as required

Main Tasks

Asset General

- Embody Serica corporate culture and core values whilst leading and managing a team of direct reports to deliver Serica corporate goals and values through demonstrating effective leadership.
- Take asset decision within authority limits, to effectively manage and enhance the performance, drive operational excellence, and ensure high performance and productivity.
- All asset management activities for Southern North Sea operated fields in the UK and the Netherlands
- Ensure proactive and effective works council engagement on relevant matters.

Safety and Asset Integrity

- Drive asset safety and deliver best in class HSE, Process Safety and ESG performance, ensuring compliance with relevant regulations and industry standards to prevent accidents and protect the environment.
- Prioritise safety and ensure that all decisions and actions within the organisation are made with safety as the primary consideration.

- Drive continuous improvement of Process Safety performance and promote positive Process Safety behaviours throughout the Asset team.
- Ensure that all personnel with Process Safety management responsibilities maintain or develop an appropriate level of competence.
- Effectively use and evaluate HSE and Process Safety performance indicators and ensure that appropriate action is taken to strengthen barriers and the elements of the management system that support them when required.
- Foster a culture of open communication and collaboration among all team members to ensure safety concerns are addressed and resolved in a timely manner.
- Demand high standards of service provision and provide clear, balanced feedback to providers.
- Improve asset integrity by delivering plans and ensuring that agreed integrity priorities are completed.

Operations

- Development and execution of the asset strategy and plan
- Responsible for bringing inorganic and organic opportunities that increases net asset value
- Monitoring and managing overall asset performance and costs
- Build and maintain strong relationships with relevant industry contacts and regulators
- Ensure compliance to relevant legislation, company policy and standards and procedures
- Put forward business case for potential decommissioning and growth projects
- Build required capability for decommissioning assets and prepare the plan to execute.
- Deliver production volumes as per the asset, business and work plans within budget as applicable.
- Integrate Operations to develop the overall asset plan, optimising production reliability and performance within defined envelopes.
- Ensure integrity and production loss threats are understood and mitigated.

Planning and Optimisation

- Co-ordination of all relevant functions providing support to the asset, including Subsurface and Exploration, Wells, Projects, as well as other Serica Functions and COO on integrated life of field plan for accountable assets to achieve business objectives and drive long-term growth.

Commercial and Finance

- Manage external (e.g. non-operated partners) and regulatory stakeholder relations in relation to asset.
- JV management and key partner relationships including Operating Committee Meetings (OCMs) and Technical Committee Meetings (TCM's)
- Overall responsibility for asset budget, collaborating with cross functional teams to develop and optimise asset budget performance.
- Commercial activities executed on behalf of the assets

Professional/Educational Requirements

Essential:

- Bachelor's degree or equivalent
- Petro-technical, engineering/operations, commercial or business management related Degree preferred
- Experience in leadership position of and a track record of delivering results through influence
- Ideally have worked in multiple geographies leading multiple cultural teams
- Proven relationship-builder – internally and externally

Competencies:	<ul style="list-style-type: none">• Proven ability to manage safety in a hazardous environment with demonstrable leadership in the Principles of Process Safety.• Experience leading teams in a volatile environment.• Operational and commercial awareness• A strategic thinker, able in leading multidiscipline organization but also delivery focused, ability to meet emerging and future business needs to deliver long term value• Ability to prioritise and manage complexity effectively• Proven track record of collaboration and integrating disciplines across the business• Excellent communication skills, results oriented, proactive and adaptable, collaborative, decisive and motivated• Excellent people management skills• Demonstrated commitment to a culture of care• Ability to deliver through influencing others• Understanding of project management, continuous improvement and change management
----------------------	--