

Lead Well Services Engineer

Location: Onshore Aberdeen, opportunity for hybrid working

Salary: Competitive

Date Posted: Wednesday 7 October

Closing Date: Monday 9 November

The Role

At Serica Energy, we believe in delivering safe, responsible and efficient operations while creating an environment where people can thrive. We are looking for a **Lead Well Services Engineer** to provide technical leadership across our well intervention and well integrity activities, helping to maximise asset value while maintaining the highest standards of safety and compliance.

This is a key leadership role within our Wells team, responsible for planning and delivering well services operations across the asset portfolio. Working closely with asset teams, offshore personnel, service companies and regulatory stakeholders, you will ensure programmes are executed safely, efficiently and in line with business objectives.

As a recognised technical authority, you will provide direction on well intervention, integrity and workover activities, supporting sound decision-making and driving operational excellence. Through clear **Communication**, you will build strong relationships across disciplines and ensure stakeholders remain aligned with operational priorities.

You will play a central role in maintaining robust safety and integrity standards, championing both personal and process safety, while ensuring compliance with industry regulations and company requirements. Your leadership will help protect critical well barriers and support the long-term performance of our assets.

We value people who foster a culture of **Learning**, encourage continuous improvement and embrace innovation. By empowering colleagues and service partners to deliver their best work, you will embody our commitment to **Empowerment & Accountability**, while treating others with the **Respect** that underpins everything we do.

What we are looking for in potential candidates:

We're looking for an experienced wells professional who combines technical expertise with strong leadership and stakeholder management skills.

Leadership & Responsibilities

- Lead the planning and delivery of well intervention, integrity and workover activities across the asset portfolio.
- Champion safe operations and ensure critical well barriers are understood, maintained and managed effectively.
- Provide leadership, coaching and direction to engineers, contractors and service partners.
- Influence key stakeholders across onshore and offshore teams to achieve operational objectives.
- Oversee regulatory submissions, operational planning, contractor performance and programme execution.
- Promote continuous improvement, operational efficiency and the adoption of new technologies.

Experience & Qualifications

- HNC, ONC or equivalent qualification in an engineering discipline.
- Well Control Certification for well intervention activities (IWCF, WELLCAP or equivalent) to Supervisor level.
- Offshore survival certification, UK medical and MIST certification.
- Significant experience leading well intervention, well integrity and workover operations.
- Strong knowledge of UKCS and/or Netherlands wells legislation, standards and regulatory requirements.
- Demonstrated commitment to innovation, continuous improvement and operational excellence.

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.

What can a career at Serica Energy offer you?

We offer the opportunity to be supported with further training if required and access to competitive benefits such as

- Company Pension
- Private Medical & Dental Insurance
- Health Cash Plan
- Share Save and Share Incentive Plan
- Life Assurance
- Group Income Protection
- Personal Accident Insurance and Business Travel.
- Employee Assistance Programme
- Cycle to Work
- Electric Vehicle Scheme

We also offer the opportunity to work flexibly.

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](#).