

Electrical 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 overall responsibility for the electrical discipline across Serica's assets, ensuring systems are safe, compliant and fully aligned with operational needs. As Technical Authority, you will provide leadership and direction on all electrical matters, with a strong focus on maintaining robust, dependable electrical infrastructure that underpins safe production.

You will lead the development and delivery of the electrical discipline strategy, overseeing standards, safety rules and performance requirements. Central to this role is your accountability for electrical safety governance, including ownership of Electrical Safety Rules and the assurance of competent personnel operating within them. Your leadership will ensure consistency and clarity in how electrical risks are managed across the business.

Working closely with offshore and onshore teams, you will guide decision-making on complex operational challenges, balancing safety, reliability and efficiency. Through clear communication, you will ensure that expectations, standards and technical requirements are understood and applied consistently across all areas.

You will play a critical role in safeguarding asset integrity by driving assurance activities, monitoring performance of electrical systems — including hazardous area and safety-critical equipment — and intervening where risks emerge. Your ability to embed accountability and empowerment will ensure that decisions are made with confidence, supported by strong technical governance.

Beyond operations, you will contribute to continuous improvement by promoting learning, sharing lessons from incidents and championing innovation in electrical systems and practices. You will also represent Serica externally, engaging with regulators and industry bodies with professionalism and respect, helping to influence and uphold industry standards.

What we are looking for in potential candidates:

We are seeking a strong and credible electrical engineering leader who combines technical authority with the ability to positively influence and guide others.

Leadership & Responsibilities

- Provide discipline leadership as Electrical Technical Authority across all operated assets
- Lead and develop a capable team, fostering accountability and professional growth
- Own Electrical Safety Rules and ensure effective governance of electrical risk
- Deliver expert input into operational, project and integrity-related decisions



- Lead assurance activities, including audits, performance monitoring and compliance reviews
- Build effective relationships with stakeholders, regulators and industry representatives

Experience & Qualifications

- Degree in Electrical & Electronic Engineering (or equivalent); Chartered preferred
- Extensive experience in UKCS oil and gas, particularly operational and brownfield environments
- Strong knowledge of electrical safety, hazardous area equipment and regulatory frameworks
- Demonstrated experience in leading teams and managing technical disciplines
- Proven ability to make and defend independent technical decisions
- Strong communication skills with the ability to influence at all levels

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:	Electrical 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 Electrical Lead (Technical Authority) will be the discipline head for all matters related to Electrical Engineering. 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 Electrical 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 the Electrical discipline.
- Provide technical expertise and professional engineering judgement on key operational engineering issues within the Electrical discipline, 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.
- Owner of company Electrical Safety Rules and responsible for the assessment and appointment of offshore Responsible Electrical Persons (REPs).
- 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 Electrical discipline for specific processes (work order deferrals etc)
 - Collaborate with engineering and operations teams in the identification and management of asset risks, ensuring that robust risk reduction strategies are implemented.
- **Audit and Assurance Activities**
 - Lead and coordinate internal audits and assurance reviews relating to the discipline.
 - 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, for example on the effectiveness of inspection and maintenance of Ex certified equipment.
 - 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	
Essential:	<ul style="list-style-type: none"> ● Degree level qualification in Electrical and Electronic 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.