

Job Posting – Engineering Team Lead

The Opportunity

Impact HR is proud to represent an excellent opportunity within the Western Canadian resources sector. Our client, an expanding energy company based in Calgary, AB, is dedicated to evaluating and developing its properties with an innovative and responsible multi-decade approach. As a part of the team, you'll have the opportunity to contribute from the ground up, while enjoying a competitive salary, incentives, and benefits.

Our client is focused on creating an environment where everyone is empowered to make impactful decisions that support the company's goals. It's a company with a long-term view and a culture bias towards leadership over management, exception-based reporting, empowered people, and purposeful work. Their leaders are focused on their individual team members' success, in the belief that in the culmination of many successful people, they will have an extraordinarily successful organization.

Role Overview

Our client is seeking a dynamic Engineer, Team Lead with Operations Engineer responsibilities to guide a high-performing team while driving operational excellence in our projects. In this hybrid role, you will manage engineering workflows, oversee day-to-day operations, and ensure smooth integration of engineering and operational processes. You will balance technical expertise, leadership, and operational acumen to meet project goals and drive innovation.

This role will be Calgary based during the engineering phase of the project and then transition to a rotational basis of 2 weeks in 2 weeks out to Saskatchewan.

Key Responsibilities

Engineering Leadership:

- Lead, mentor, and motivate a multidisciplinary team of engineers/subcontractors.
- Provide Operational Engineering Support to Project Engineering and review on behalf of engineering operations team
- Develop the site Engineering readiness plans and confirm Engineering Department readiness for operations
- Develop and implement engineering/lab strategies aligned with BCR's goals and sustainability initiatives.

- The planning, design, and execution of engineering projects, ensuring they meet technical, financial, and timeline objectives.
- Facilitate knowledge sharing and collaboration among team members to foster innovation.
- Identify opportunities for process improvement and implement solutions to enhance efficiency.
- Liaise with Licensors and Project Engineering for input into testing plans

Operations Management:

- Support daily operations, ensuring compliance with safety, environmental, and regulatory standards.
- Coordinate cross-functional activities between engineering, operations, and other departments to align lab, engineering resources, documentation, MOCs
- Optimize operational processes to maximize productivity while minimizing costs and environmental impact.
- Monitor performance metrics and develop strategies to address operational challenges.
- Responsible for site performance monitoring and reporting

Project Execution and Oversight:

- Act as the primary point of contact for project deliverables, milestones, and reporting.
- Lead testing plans during construction and support Operation/CSU testing procedures
- Ensure integration of engineering designs with operational workflows for seamless project execution.
- Conduct regular risk assessments and implement mitigation strategies to address potential issues.

Technical Expertise:

- Provide technical guidance and problem-solving support to the engineering and operations teams.
- Stay updated on industry trends, emerging technologies, and regulatory requirements. Conduct performance reviews and evaluate engineering designs for feasibility and compliance.

Qualifications

- Bachelor's degree in Process Engineering (Mechanical, Civil, or related discipline).
- 15-20 years of experience in engineering roles, with at least 7 years within a leadership capacity.
- Proven experience in operational management within the energy or natural resources sector.
- Professional Engineering (P.Eng.) designation is required.

Competencies

- Leadership: Ability to inspire, guide, and develop team members.

- **Technical Proficiency:** Expertise in engineering principles, operations management, and industry regulations.
- **Strategic Thinking:** Strong planning and organizational skills to align projects with long-term goals.
- **Collaboration:** Effective communicator and team player across multidisciplinary teams.
- **Problem-Solving:** Analytical mindset to identify challenges and implement effective solutions.
- **Adaptability:** Flexibility to manage shifting priorities in a dynamic environment.
- **Ethics and Integrity-** Commitment to ethical standards in research, documentation, and presentation of historical information.
- **Decision Making** – Evaluates information, considers various options, and chooses the most suitable information
- **Planning & organizing** – Proactively plans and organizes documents in accordance with programs
- **Accountability** – Creates culture of team accountability.
- **Risk Management** – Recognizes potential risks in documentation and processes and ensures clarity to mitigate those risks.

Other Requirements

- Occasional interprovincial and international travel is a requirement.
- Knowledge of industry-specific (energy/natural resources) documents would be an asset.

How to Apply

To apply, please submit your resume and cover letter to jess@impacthr.ca by March 18, 2025.

We thank all applicants for their interest; however, only those individuals selected for an interview will be contacted. We welcome applications from all qualified individuals. We are committed to building a team that will make a positive contribution to the communities where we live and work.