



## **Plant Foreman – Reford 2 Thermal**

Cardinal Energy Ltd. is an upstream oil & gas company with assets in Alberta, Saskatchewan and British Columbia. With a track record of sustainable energy practices and innovation in the oil and gas sector over the past 10+ years. After the success of our Reford 1 Thermal Project, Cardinal Energy is now entering its second development of thermal heavy oil projects in Saskatchewan. We are currently seeking a Plant Foreman to lead our Reford 2 Thermal Project.

### **Position Overview**

As the Plant Foreman, you will play a key role in the successful development and operation of the Reford 2 Thermal Project in Saskatchewan. Reporting to the Senior Foreman, you will lead field execution through construction and commissioning, transitioning into full operational leadership post-startup. Depending on qualifications, the successful candidate may act as Chief Power Engineer or oversee a Chief Power Engineer responsible for regulatory compliance with TSASK. This role requires strong leadership, technical expertise, and a proven track record in thermal heavy oil operations. The position is based out of Reford 2, Saskatchewan, located approximately 17 km south of Wilkie, on a 5/2 (Monday to Friday) schedule.

### **Experience and Qualifications:**

- Class 2 Power Engineering certification preferred; strong Class 3 candidates will be considered
- Minimum 8+ years of experience in thermal heavy oil operations, with SAGD experience preferred
- Proven experience supporting or leading construction and commissioning of greenfield thermal projects
- Strong leadership skills with the ability to build, motivate, and develop high-performing teams
- Excellent communication, interpersonal, and problem-solving skills
- Solid understanding of regulatory requirements and environmental compliance standards
- Experience with facility operations, maintenance planning, and asset integrity programs

## Key Responsibilities:

- **Operational Leadership:** Oversee day-to-day plant operations, ensuring safe, reliable, and efficient production. Accountable for production targets, equipment uptime, and operating costs. Lead field execution from construction and commissioning through to steady-state operations.
- **Safety & Compliance:** Lead the implementation and execution of HSE and Emergency Response programs. Foster a strong safety culture by promoting safe work practices, participating in incident investigations, and ensuring compliance with TSASK and all regulatory requirements.
- **Team Leadership & Development:** Recruit, lead, and develop a high-performing field team, with planned growth to approximately 17 personnel. Provide coaching, mentorship, and performance management while fostering a culture of accountability and continuous improvement.
- **Maintenance & Asset Integrity:** Support and implement maintenance and asset integrity programs to ensure long-term reliability of facility and pipeline systems. Coordinate closely with maintenance teams to prioritize and execute work effectively.
- **Project & Commissioning Execution:** Lead field execution during construction and commissioning phases. Work closely with engineering and project teams to support safe, efficient startup and successful handover to operations. Participate in HAZOPs, P&ID reviews, and 3D model reviews.
- **Stakeholder Engagement:** Maintain strong working relationships with regulators, landowners, and internal stakeholders. Represent Cardinal in field-level interactions and support regulatory compliance and reporting requirements.
- **Continuous Improvement:** Drive initiatives to optimize production, reduce costs, and improve operational efficiency. Identify and address process and equipment inefficiencies and support the implementation of improved systems and practices.

If you meet the above qualification and are excited about the opportunity to lead the development of SAGD projects in Saskatchewan, please submit your resume and cover letter to: [Thermal@cardinalenergy.ca](mailto:Thermal@cardinalenergy.ca)

For more information on Cardinal Energy Ltd. please see our website at: [www.cardinalenergy.ca](http://www.cardinalenergy.ca)

*Only those applicants we request for an interview will be contacted.*