



Maintenance Lead – Reford Thermal

Cardinal Energy Ltd. is an upstream oil and gas company with assets spanning Alberta, Saskatchewan, and British Columbia. Over the past 12+ years, we have built a proven track record of sustainable energy practices and innovation in the oil and gas sector. Following the success of our Reford 1 Thermal Project, Cardinal Energy is now launching its second thermal heavy oil development in Saskatchewan. To support this growth, we are seeking an experienced Maintenance Lead to join our Thermal Team. This role will support both the Reford 1 and Reford 2 Thermal Projects, with an anticipated start date of October 2026.

Position Overview

As the Maintenance Lead, you will play a pivotal role in the successful development and operation of Reford Thermal Projects in Saskatchewan. Reporting to the Manager of Operations, you will be responsible for the assessment and selection of maintenance vendors for our assets. You will be leading the ongoing maintenance and managing our CMMS at our Thermal Projects. This role requires strong leadership skills, technical expertise, and a proven track record in the oil & gas industry. This position is based out of Reford SK, located ~19km South of Wilkie. Camp accommodation in Wilkie, SK will be provided for personnel who require it.

Experience and Qualifications:

- At least 7 years of experience in the oil and gas Industry, with a strong understanding of SAGD operations and technologies.
- Proven leadership and collaboration skills with the ability to effectively coordinate with operations team, manage vendor relationships, and ensure seamless execution of maintenance activities.
- Excellent communication, interpersonal, and problem-solving skills.
- Strong understanding of regulatory requirements and environmental compliance standards.
- At least 3 years leading or planning maintenance activities in the oil and gas industry.
- Interprovincial Red Seal Ticket of Electrician, Millwright or Instrumentation are considered assets to the position.
- Experience in planning and execution of turnaround activities.

Key Responsibilities:

- Assessment and selection of vendors for all maintenance activities at site.



- Continuous vendor engagement to ensure HSE compliance and Cost efficiency to Cardinal standards.
- Creation and implementation of preventative maintenance programs for facility and pipeline operations, prioritizing asset integrity and reliability.
- Support development of project-specific safety procedures and maintenance protocols (e.g., SOPs) to ensure a safe and efficient work environment.
- Support project management activities, including scheduling, resource allocations, and cost control to ensure timely project delivery within budgetary constraints.
- Support our asset integrity programs and maintain the reliability and performance of project assets.
- Drive continuous improvements initiatives to optimize operational efficiency, reduce costs, and minimize environmental impact.
- Responsible for troubleshooting problems and develop and implement repairs, as well as providing technical recommendations for process and equipment improvements.
- Track and analyze maintenance costs to identify trends and outliers, ensuring alignment with budget expectations.

If you meet the above qualifications and are excited about the opportunity to contribute to a team developing new SAGD projects in Saskatchewan, please submit your resume and cover letter to Thermal@cardinalenergy.ca. Be sure to include “Maintenance Lead – Reford Thermal” in the subject line of your email.

For more information on Cardinal Energy Ltd. please see our website at: www.cardinalenergy.ca

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