



Shift Engineer – 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 experienced **Shift Engineers** to join our team at either Reford 1 or Reford 2 Thermal Projects, with an October 2026 start date.

Position Overview:

As a Shift Engineer, you will play a vital role in ensuring the safe, reliable, and efficient operation of the Reford Thermal Projects in Saskatchewan. Reporting to the Plant Foreman, you will oversee the safe execution of shift activities, support production targets, and ensure compliance with all safety and environmental standards. Leading a shift of operators while working closely with maintenance personnel and leadership, you will provide technical expertise, manage operational priorities, and contribute to continuous improvement initiatives. This position is based out of Reford, SK, located ~15 to 19km south of Wilkie, SK depending on facility. Camp accommodations in Wilkie, SK will be provided for Operation personnel who require it. The role operates on a 7on/7off rotation.

Experience and Qualifications:

- Class 3 power engineering certification or above preferred.
- Minimum 5+ years of experience in thermal heavy oil operations.
- Proven knowledge and experience with steam generation systems, oil treatment processes, well operations and DCS systems.
- Strong understanding of safety protocols, regulatory compliance, and environmental standards.
- Effective troubleshooting and problem-solving skills with a focus on minimizing downtime.
- Excellent leadership, communication and teamwork skills.
- Experience in supporting maintenance planning and facility optimization efforts.

Key Responsibilities:

- **Operational Leadership:** Oversee/lead shift operations to ensure safe and reliable production. Ensure shift completes all duties effectively and meets operational and safety targets. Coordinate with production and maintenance teams to address day-to-day operational challenges and ensure alignment with production targets.
- **Safety & Compliance:** Promote and uphold a strong safety culture by adhering to company policies, conducting safety inspections, participating in incident investigations, and ensuring compliance with regulatory standards.

- **Facility Optimization:** Monitor and adjust steam generation, oil treatment, and well operations to maintain optimal performance. Identify and escalate process deviations, implementing corrective actions as needed.
- **Maintenance Support:** Collaborate with the maintenance team to support scheduled and unscheduled maintenance activities. Provide input on maintenance priorities and assist with equipment troubleshooting during outages.
- **Shift Reporting:** Maintain detailed records of shift activities, including operational performance, safety incidents, and maintenance tasks. Communicate shift updates to incoming teams and leadership.
- **Continuous Improvement:** Participate in initiatives to improve facility reliability, efficiency, and safety. Provide feedback on operational procedures and support implementation of best practices.
- **Team Collaboration:** Foster a cooperative work environment by mentoring junior operators, supporting team development, and contributing to a culture of accountability and excellence.

If you meet the above qualifications and are excited about the opportunity to contribute to the development of new SAGD projects in Saskatchewan, please submit your resume and cover letter to: Thermal@cardinalenergy.ca Be sure to include 'Shift Engineer – Thermal' in the subject line of your email.

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

Only those applicants selected for an interview will be contacted.