Drilling Manager

DRILLING DEPARTMENT

POSITION **Drilling Manager**	REPORTS TO

POSITION PURPOSE

The Drilling Manager is responsible for planning, coordinating and managing the Company's drilling and well construction programs, including exploration, appraisal and development wells. The role ensures technical integrity, safe and efficient execution, and delivery against approved well objectives, budgets, schedules and Joint Venture commitments.

QUALIFICATION AND EXPERIENCE REQUIREMENTS

- **Education:** Three-year Polytechnic Diploma from a reputable institute or Bachelor's degree in Engineering in related discipline.
- **Experience:** 20+ years of relevant drilling experience, including at least 5 years in a managerial role.
- **Professional Training:** Additional training or courses in drilling operations, well engineering/construction and project management are desirable.
- **Presentation Skills:** Adequate presentation and reporting skills are expected for management and Joint Venture meetings.
- **Regional Experience:** Exposure to drilling operations in the Potohar region is highly desirable.

DUTIES AND RESPONSIBILITIES

HSEQ

- Ensure drilling and well construction activities comply with the Company's HSE policies, well control and well integrity requirements, and applicable national and international regulations.
- Review drilling-related HSE risks, support incident reviews and ensure lessons learned are reflected in well programs and operational practices.

Drilling Planning and Execution

- Plan and manage drilling and well construction programs, ensuring technical soundness, operational readiness and delivery of approved time, cost and well-performance objectives.
- Review drilling designs, operational programs, rig requirements and service scopes; guide drilling engineers and field supervisors on technical and operational matters.
- Monitor daily drilling progress, rig and contractor performance, non-productive time and operational risks; take timely action to improve safe, cost-effective well delivery.
- Undertake rig and field visits as required to review operational performance, HSE compliance and execution issues.

Joint Ventures, Coordination and Stakeholders

- Prepare clear drilling progress reports, budgets and presentations for management and Joint Venture technical and operating committee meetings.
- Coordinate with Exploration & Geosciences, Reservoir & Petroleum Engineering, Operations, FE&C, Materials & Contracts, service companies and drilling contractors to execute approved plans.
- Resolve escalated technical and contractor issues and coordinate well construction activities with JV partners and external stakeholders.

Financial and Contract Management

- Prepare drilling plans, manpower requirements, budgets and AFEs for approval; monitor costs and schedules against approved targets.
- Review drilling contractors and service providers, including technical scopes, performance, variations and cost efficiency.

People Management

- Supervise, coach and appraise drilling personnel; identify training needs and maintain a capable and accountable drilling team.
- Promote clear reporting, good presentation standards and effective communication within the team and with management.