westernZAGROS

Position Description

December 23, 2008

General Manager, Operations

Basic Function:

Initially based in Calgary, and reporting to the Sr. Vice President, Engineering and Operations, the General Manager, Operations will contribute to the overall planning and execution of the business strategy of Western Zagros, with a prime focus on leading an operations team engaged in drilling, appraisal, and development of hydrocarbon discoveries in Kurdistan.

The initial focus will be on technical and operational excellence on drilling which is targeting deep, fractured carbonate reservoirs and the planning and execution of extended production/early production facilities. Western Zagros' has initiated a multi-well drilling program involving high-cost, complex wells that are highly technical in nature with the additional challenges of being located in a remote area of a developing country. Initial production operations will focus on a single well trucking operation to allow reservoir evaluation and early cash flow from WesternZagros' first exploration discovery.

The General Manager, Operations will be heavily involved in managing the day-to-day drilling, completion and testing operations and associated construction and production activities, including working closely with in-country staff on the execution of work programs. Travel to Kurdistan on a regular basis will be required to ensure the successful planning and execution of in-country objectives and activities; expectation is for one trip every two months but must be prepared for more frequent and extended trips as necessary for business needs.

Managing internal and external stakeholder relations will be a fundamental and integral component of the job. The General Manager, Operations will collaborate closely with the following positions within the company to ensure that strategic and business objectives are achieved:

- Vice President, Exploration and the Exploration team
- General Manager, Petroleum Engineering
- General Manager, Kurdistan
- Operations/Facilities Manager, Kurdistan (Position TBD)
- Senior Manager, Contracts and Procurement
- Corporate Manager, HSE & Security

Close external liaison will be required with JV partners, Kurdistan Regional Government representatives, third party contractors and eventually the State oil marketing agency.

Direct reports will include the Wells Construction and Operations teams in Calgary with functional reporting from in-country operational personnel.

It is envisaged that the engineering and operations functions will be managed out of Kurdistan by the end of 2010 and the General Manager, Operations will be responsible for designing and implementing a fit-for–purpose organization transition plan that meets this business objective.

Reports to: Senior Vice-President, Engineering & Operations

Responsibilities:

General

- Establish, lead and manage an operations team which will work to the highest appropriate international standards and which will employ best practice in the management and cost-effective execution of well construction, testing and production operations in Kurdistan.
- Ensure that wells are drilled, completed and tested in accordance with approved work programs and budgets. Strive for constant improvement and achieving technical limits in drilling operations.
- Assist with the planning and obtaining approval for appraisal and development programs.
- Ensure that production targets, as set by the organization, are met or exceeded. This will include installation of early production facilities for exploration discoveries.
- Establish maintenance programs which will avoid downtime and loss of production and which will ensure that the surface facilities achieve their design life.
- Work within the WesternZagros organization utilizing the resources available across the group. In particular to work with:
    - The Contracts and Procurement Department to ensure appropriate contracting and procurement strategies are employed on Kurdistan operations and to ensure the effective selection and management of service companies and vendors.
    - The Exploration and Petroleum Engineering Functional Departments to provide project management oversight for appraisal and development program planning.
    - The Finance Department with regards to annual work programs and budgets and the eventual sale and export of hydrocarbons from Kurdistan.
- To determine and provide the necessary level of local infrastructure, roads, power, water supply etc. to support operations.
- Provide operations updates for Board of Director, Joint Venture and Management Committee meetings.

HSE&S and CSR

- To ensure that all drilling and production operations are conducted to the highest international standards, in accordance with the Company HSE & S policies, and to actively encourage a culture of safe operating practice amongst employees and contractors.
- To provide adequate resources to ensure that the company HSE policies are upheld and that the company HSE targets are at least met, if not exceeded.
- To interact with the local community, to manage their expectations and to ensure that an amicable relationship between WesternZagros and the local community is enduring and is beneficial to both parties.
- To ensure that infrastructure installed in Kurdistan is built and maintained in accordance with the manufacturers' recommended programs and best industry practice.

Work Programs and Budgets

- To assist in the preparation of annual work programs and budgets in accordance with the company timetable for consideration by the VP Engineering and Operations.
- To implement approved capital works and well operations in accordance with approvals given by WesternZagros and the Joint Venture and in accordance with the company DOA's.
- To ensure that no expenditure is incurred without budget approval.
- To ensure that cost recovery is not jeopardized through failure to follow approved procurement procedures.

- To manage costs incurred in such a way that any potential overruns are identified early and that appropriate action is taken to manage such overruns.

Secondary Responsibilities

- To participate in company forums which do not relate specifically to Kurdistan block 44.
- To assist with the development and implementation of the Company's Kurdistan Business Plan.
- To provide operational advice to other business interests in the WesternZagros organization as priorities are established.

Qualifications:

- Bachelor's degree in Petroleum Engineering or a related technical discipline.
- At least 20 years diversified petroleum engineering and operations experience, at least 10 years of which has had a major focus on drilling program planning and execution, reservoir development and production operations.
- A strong desire to be a "safety champion" and instill an incident and injury free culture throughout the organization.
- Experience in a smaller, independent oil and gas company is strongly preferred.
- Directly related experience in challenging international locations is required; Middle East experience is strongly preferred.
- Proven abilities in successfully leading conventional oil and gas development from drilling through to production in a challenging greenfield location.
- Strong project management experience to provide oversight to field operations.
- Cost conscious and driven to bring cost control and cost management into all levels of the operations.
- Proven success in building good relations and working well with other departments to achieve business goals; e.g. Exploration and Corporate groups.
- Demonstrated abilities in successfully managing service companies and vendors and in building positive business relationships with government authorities.
- Demonstrated superior interpersonal, leadership and cross-cultural skills.
- Willingness to travel to Kurdistan on a regular basis and to other international locations as required.
- Results oriented.
- Tenacious and determined – not easily frustrated by the vagaries of doing business in developing companies.
- Uncompromising regarding the business ethics and practices of the company, but sensitive in articulating his/her position to stakeholders (i.e. "iron fist in a velvet glove").
- Self-motivated with a high level of enthusiasm and energy, coupled with a strong work ethic.
- Strong communication and stellar teamwork skills with the proven ability to express ideas and opinions and gain consensus.
- Practical with excellent analytical and problem-solving skills and the ability to display and exercise sound judgment.
- Demonstrated record of diligence and attention to detail working with very high standards both personally and technically.
- A management philosophy that supports dignity and respect throughout the organization.
- Have the ability to manage people and contractors and deliver value in a Middle Eastern culture.
- Will be patient, tolerant and sensitive to different cultures and be able to maintain sound relations with direct reports, other departments and senior management.

Applying for a Position:

To apply, please submit your resume and cover letter to careers@westernzagros.com. Please send in Word format and specify Position Title in the subject line of your email.

We thank all applicants for their interest in WesternZagros; however, only those candidates selected for an interview will be contacted.

WesternZagros complies with all legislation related to the privacy and confidentiality of personal information, including the Alberta Personal Information Protection Act ("PIPA") and the Canada Personal Information Protection and Electronic Documents Act ("PIPEDA"). By electronically submitting your resume to WesternZagros you consent to: the use of information in your resume to determine your suitability for a position with WesternZagros; WesternZagros contacting any references that you provide on your resume or during your interview process; and WesternZagros retaining your resume for a period of 6 months to consider your eligibility for other positions that may become available in the future.