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PLANT OPERATIONS FOREMAN

Job Type Full time, Permanent, Non-Union

Reporting To Superintendent

Location Jumping Pound Gas Plant

Company profile

Cavvy Energy is a Canadian energy company headquartered in Calgary, Alberta. Through several corporate and asset acquisitions the Company has grown into a significant upstream and midstream producer with assets concentrated in the Canadian Foothills, producing conventional natural gas, NGLs, condensate and sulphur.

Management is excited about Cavvy's opportunities and prospects within our existing asset base in the Canadian Foothills; during the past year Cavvy has strategically refocused on sustaining and growing its upstream exploration and production ("E&P") and midstream business. Our objective is to continue Cavvy's pivot towards growing a sustainable and profitable conventional Foothills oil and natural gas business while continuing to explore opportunities to diversify market access for the products we produce.

Position summary

We are seeking a motivated, safety-focused, and experienced **Plant Operations Foreman** to lead day-to-day operations at our high-pressure sour gas processing facility situated near Cochrane, Alberta.

Reporting to the facility Superintendent, you will oversee the safe, reliable, and efficient operation of all plant equipment and processes. This role is critical in ensuring compliance with health, safety, environmental, and regulatory standards while maintaining production efficiency and cost control. You will provide strong leadership, coaching, and direction to operating staff and contractors. You will be accountable to foster our high performance culture and model the behaviours that maintain an engaging workplace, support skilled execution and quality decisions, and drive the right results.

Key responsibilities

Operational leadership

- Oversee the operation of a 1st class, 2,500 e³m³/d sour gas plant, including fractionation, stabilization, deep cut, sulphur recovery, SuperClaus units, and all supporting utilities.
- Ensure production, safety, and cost targets are clearly communicated, tracked, and achieved.
- Collaborate with maintenance, engineering, and technical support teams to optimize plant performance and coordinate integrated maintenance activities.

- Ensure operational performance is accurately captured and reported in daily, weekly, and monthly updates.

Health, safety, and environment (HSE)

- Ensure strict adherence to all environmental, regulatory, and safety policies, maintaining the facility's license to operate.
- Champion a strong safety culture, clearly communicating expectations and monitoring compliance with proactive safety measures.
- Maintain emergency response preparedness, serving as Incident Commander if required and participating in the Management On-Call rotation.
- Lead continuous improvement initiatives that enhance safety, reliability, and operational performance.

Regulatory and compliance

- Ensure compliance with environmental approvals, regulatory standards, and reporting requirements.
- Act as a liaison with regulators and external stakeholders to ensure transparency and accountability.
- Support audit and inspection readiness by maintaining accurate operational and compliance documentation.

People leadership and development

- Provide visible and consistent leadership, ensuring corporate standards, policies, and procedures are implemented and followed.
- Lead and support employee performance management, including development planning, coaching, and competency assurance.
- Manage employee relations, including scheduling, vacation, flex time, and leave administration.
- Promote a respectful, collaborative, and high-performing team environment.

Stakeholder relations

- Serve as a key point of contact for internal and external stakeholders, including regulators, joint venture partners, and community representatives.
- Communicate effectively with the Superintendent, corporate teams, and cross-functional groups to align plant priorities with organizational goals.

Continuous improvement and optimization

- Identify and implement opportunities to improve plant reliability, efficiency, and cost performance.
- Lead initiatives that reduce waste and enhance production throughput.
- Support technology adoption and process optimization initiatives to strengthen operational excellence

Education, work experience, and skills

Education

- 2nd Class Power Engineering Certificate preferred (3rd Class may be considered with significant experience).

Experience

- 10+ years of experience in sour gas processing facilities, with demonstrated technical and leadership experience in operations, preferably within a unionized environment.

Skills and attributes:

- Strong understanding of applicable regulations, operating approvals, and environmental requirements.
- Demonstrated ability to adapt to process changes, equipment upgrades, and automation systems.
- Proficient in digital operations platforms and related control systems (SCADA, DCS, etc.).
- Excellent communication, interpersonal, and leadership skills with the ability to motivate and develop team members.
- Strong analytical and problem-solving skills with sound judgment and decision-making ability.
- Highly organized with effective time management and prioritization skills.
- Proven ability to collaborate in a fast-paced, team-oriented environment.

Why join us?

At our Jumping Pound Gas Plant, you'll be part of a team that values safety, integrity, and operational excellence above all else. We take pride in running sour gas processing facilities — and we know it's our people who make that possible.

Joining us means stepping into a role where your leadership directly shapes plant performance, team culture, and continuous improvement. You'll work alongside experienced professionals who are passionate about safety and reliability, in an environment that encourages learning, accountability, and initiative.

Cavvy is an equal-opportunity employer committed to diversity and inclusion. We are pleased to consider all qualified applicants for employment without regard to race, colour, religion, sex, national origin, age, disability, protected veterans' status or any other legally protected factors. Accommodation for applicants with disabilities is available upon request during the recruitment process.

To apply please send resume to HR@cavvyenergy.com