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FIELD OPERATIONS FOREMAN CAROLINE / CENTRAL AB

Job Type Full time, Permanent, Non-Union

Reporting To Superintendent

Location Caroline Gas Plant

Company profile

Cavvy Energy is a majority Canadian owned corporation headquartered in Calgary, Alberta with a focus on the exploration, extraction and processing of natural gas. Cavvy Energy owns and operates natural gas and liquids producing assets in Alberta and British Columbia, with a primary focus on our Foothills assets in Alberta which produce approximately 25,000 boe/day, in addition to our three major sour gas processing facilities. Cavvy Energy employs approximately 300 team members across its operating locations and Calgary head office. We are an inclusive and diverse team with many exciting challenges and opportunities for learning and career growth.

Position summary

We are seeking a motivated, safety-focused, and experienced Field Foreman to lead day-to-day operations throughout the Caroline / Central AB Region. The position will be based out of Cavvy's Caroline Facility.

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

- The field foreman will oversee two operating units, the Caroline Sour Gas Gathering System, located near Caroline, AB and the Central Alberta Sour Gas Gathering System, located near Rocky Mountain House, AB. Responsibilities include sour gas compression facilities, wells, and all related pipeline infrastructure.
- Actively champion third-party natural gas processing opportunities to expand the business and pipeline network, emphasizing midstream gas processing growth.
- Liaise Act as subject matter expert for sour and sweet gas operations in technical and operational processes.
- Ensure production, safety, and cost targets are clearly communicated, tracked, and achieved.

- Collaborate with maintenance, engineering, and technical support teams to optimize field performance and coordinate integrated maintenance activities.
- Responsible for overseeing the daily operation, monitoring, and optimization of field compression and wells.
- Ensure operational performance is accurately captured and reported in daily, weekly, and monthly updates.
- Provide support for debottlenecking initiatives alongside engineering teams

Health, Safety, and Environment (HSE)

- Ensure strict adherence to all environmental, regulatory, and safety policies.
- Support license to operate requirements and provide information for investigations and regulatory non-compliance.
- Champion a strong safety culture, clearly communicating expectations and monitoring compliance with proactive safety measures.
- Provide input to Maximo incident reports as required and participate in investigations as requested.
- 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 culture.

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 High-Performance Culture that focuses on instilling trust, collaboration, engagement and building an effective team.
- Oversight and management of both unionized and non – unionized workforce.

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 Production 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

- Power Engineering, GPO or similar technical diploma would be an asset

Experience

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

Skills & 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
- 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 Caroline 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.

Cavy 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@cavyenergy.com