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POSITION TITLE: SENIOR COMPLETIONS ENGINEER

Job Type: Permanent – Full Time

Reporting To: Manager, Completions Engineering

Location: Calgary, Alberta

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:

The Senior Completions Engineer is Cavvy's senior technical authority for well completions, workovers, and intervention activities across sour gas and complex operating environments. This role provides end-to-end engineering leadership for completion design, execution, optimization, and post-job evaluation, with a strong emphasis on field operations, safety-critical decision-making, and fit-for-purpose engineering solutions.

This is a hands-on senior individual contributor role, comparable in scope and accountability to other senior technical specialists within Cavvy rather than a people-manager position. The role requires deep experience in sour service operations, AER regulatory compliance, contractor execution, and real-time problem solving, as well as the ability to develop and steward completion standards, COPs, and technical governance. The position works closely with Drilling, Production Engineering, Facilities, Integrity, HSE, and Field Operations to ensure completions are safe, reliable, cost-effective, and aligned with Cavvy's operating philosophy.

Although this is an office-based role, the nature of the work will involve frequent visits to field sites with work conducted in open environments with extremes of heat and cold, often in proximity to high voltage and/or chemicals, which requires safety precautions such as protective clothing and equipment.

Key Responsibilities:

This role includes the following responsibilities along with other priorities that may be assigned periodically:

- **Completions Engineering Strategy & Governance**

- Acts as Cavy's senior technical authority for completions engineering across all operated assets.
- Develops, maintains, and governs completion design standards, specifications, and Common Operating Practices (COPs).
- Ensures completion designs are appropriate for sour gas service, high-pressure environments, and long-life asset integrity.
- Provides technical assurance for completion programs, ensuring risks are identified, mitigated, and clearly documented.
- Reviews and approves completion programs, procedures, and execution plans prior to field deployment.

- **Completion & Workover Design**

- Designs and optimizes completion architectures including tubing, packers, wellheads, downhole safety valves, artificial lift interfaces, and sand control (as applicable).
- Selects materials and equipment suitable for sour service (H₂S, CO₂, corrosion, elastomer compatibility).
- Develops detailed well programs including contingency planning, barriers, pressure control, and emergency response considerations.
- Interfaces with Drilling, Reservoir, and Production Engineering to ensure completion designs align with reservoir performance and long-term production strategy.
- Supports recompletions, workovers, and well interventions to improve deliverability, integrity, and uptime.

- **Field Execution & Operations Support**

- Provides direct field engineering support during completion, workover, and intervention operations.
- Acts as the senior engineering decision-maker during execution, supporting Supervisors and Foremen with real-time technical guidance.
- Troubleshoots downhole and surface issues including equipment failures, pressure control challenges, and operational deviations.
- Ensures execution adheres to approved programs, COPs, and safety requirements, including stop-work authority when required.

- Participates in pre-job planning, job safety analyses, and post-job debriefs.
- **Safety, Regulatory & Sour Gas Compliance**
 - Ensures all completion activities comply with AER regulations, Cavvy OMS requirements, and sour gas operating approvals.
 - Integrates process safety and barrier management principles into all completion designs and execution plans.
 - Supports HAZIDs, risk assessments, and incident investigations related to completion and well intervention activities.
 - Provides technical input into regulatory submissions, license conditions, and operating procedures related to completions.
 - Ensures contractors and service providers meet Cavvy's competency, safety, and sour service requirements.
- **Financial Stewardship & Cost Optimization**
 - Develops completion cost estimates, AFE inputs, and execution budgets.
 - Evaluates trade-offs between completion cost, risk, reliability, and lifecycle value.
 - Reviews service company proposals, equipment pricing, and execution plans for technical and commercial robustness.
 - Identifies cost-reduction and efficiency opportunities without compromising safety or integrity.
 - Supports post-job cost tracking, variance analysis, and lessons learned.
- **Operations Management System (OMS) Stewardship**
 - Owns OMS elements related to completions engineering, well barriers, and execution standards.
 - Reviews and approves Management of Change (MOC) submissions related to completion design or execution changes.
 - Ensures documentation (programs, well files, barrier schematics, post-job reports) meets OMS and audit requirements.
 - Participates in OMS audits and supports closure of findings related to well construction and intervention.
- **Technical Excellence & Continuous Improvement**
 - Conducts post-job reviews to capture lessons learned and improve future designs and execution practices.
 - Benchmarks completion practices against Alberta and Western Canadian industry standards.

- Supports adoption of improved completion technologies, tools, and methodologies where appropriate.
- Maintains technical awareness of evolving sour service standards, materials, and regulatory expectations.
- Acts as a technical mentor to junior and intermediate engineers, providing coaching and knowledge transfer.
- **Cross-Functional Collaboration & Stakeholder Engagement**
 - Works closely with Operations, Production Engineering, Integrity, Facilities, HSE, and Supply Chain teams.
 - Supports asset teams with technical input during planning, execution, and post-completion optimization.
 - Engages with service companies and vendors to ensure equipment and services meet Cavy's standards.
 - Represents Cavy in technical discussions with regulators, partners, and contractors as required.

Education and Work Experience:

- Bachelor's Degree in Engineering (Petroleum, Mechanical, or Chemical preferred).
- 15+ years of progressive experience in completions engineering, workovers, and well interventions.
- Professional Engineer (P.Eng.) registered or eligible in Alberta.
- Well Control certification (current or eligible) preferred.
- Extensive hands-on experience in sour gas operations and H₂S-regulated environments.
- Demonstrated field execution experience supporting completion and workover operations.
- Strong understanding of AER regulations, well control, barrier management, and Canadian standards.
- Experience developing engineering standards, COPs, and technical governance frameworks.
- Proven ability to make sound technical decisions under operational pressure.
- Strong written and verbal communication skills with the ability to influence without formal authority.

Qualifications:

- Valid Canadian work authorization.
- Valid Canadian Class 5 drivers' license with a clean abstract.
- Cleared criminal history (background) and satisfactory reference checks.

Key High Performance Culture Behaviours:

All Cavy Energy are required to consistently model the behaviours associated with high-performance culture (HPC) framework at the Skilled or Talented level. All Cavy employees will have a core focus on the following behaviours within the framework:

- **Instills Trust**
- **Collaborates**
- **Courage**
- **Drives Engagement**
- **Develops Talent**
- **Builds Effective Teams**
- **Communicates Effectively**
- **Ensures Accountability**

This role will have an additional focus on the following behaviours within the HPC framework:

- **Plans and Aligns**
- **Resourcefulness**
- **Decision Quality**
- **Manages Complexity**
- **Financial Acumen**
- **Drives Results**

Diversity & Inclusion:

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