



Company: Vickery Energy Management, LLC
Position: Director, EH&S
Location: Considering candidates in Fort Worth, TX or Canonsburg, PA

Company Overview

Based in Fort Worth, Texas, Vickery Energy Management, LLC (“Vickery”) is a well-capitalized, privately held oil and gas company. The company was founded in 2024 by Quantum Capital Group (“Quantum”) and members of management following the successful acquisition, development, and divestiture of companies across upstream, midstream, and minerals in Appalachia in 2023.

Characteristics of Vickery:

- The team is highly experienced and has a long history of working together
- Vickery prides itself on fostering a culture of teamwork, comprised of high-integrity, dedicated, intellectually curious, honest, and execution-focused team members in a fast-paced environment
- The team has acquired, operated, developed, and managed upstream, midstream, and mineral assets in nearly every major US Domestic basin
- The Vickery team has a proven ability to manage large scale projects across a variety of basins
- The team is focused on excellence in every facet of our business; each team member has a sense of responsibility for working together toward shared goals and to improve the status quo each day

Position Summary

Reporting to Executive Management, the ideal candidate for this position will be responsible for planning, managing, and executing on the Company’s environmental, health, and safety (EH&S) programs. The EH&S Director is responsible for the development and implementation of corporate-wide EH&S programs, and he/she will be responsible for managing the broader EH&S efforts. The EH&S Director will support all departments (e.g., Operations, Legal, Procurement, HR) and will work directly with Operations management, the field EH&S Inspector/Coordinators, and third-party vendors to support and oversee the planning, logistics, and implementation of all EH&S aspects related to Vickery’s Upstream and Midstream operational efforts. While this position is based out of Vickery’s corporate offices, significant time will be required to be spent at Vickery’s operational sites in the southwest Appalachia region.

Duties / Responsibilities

- Develop and implement corporate EH&S strategies, policies, and programs to ensure regulatory compliance and limit incidents, operations risk, and liabilities across operations.
- Ensure consistency and clarity of EH&S expectations to allow for all Company operations to be conducted in a manner that minimizes impacts to company property, equipment and the surrounding environment.
- Ensure safety, spill, and emergency plans are developed and comply with government regulations.

- Manage annual state and federal agency reporting (e.g., waste biennial reports and Air Emissions, GHG, etc.).
- Ensure performance of compliance demonstration testing programs (e.g., LDAR and Mechanical Integrity).
- Ensure waste shipping, tracking, and disposal operations are performed in compliance with regulations.
- Ensure proper use of proper spill containment and other spill countermeasures for Operations.
- Working with operational teams, ensure the proper reporting of safety and environmental incidents with the appropriate regulatory agencies.
- Working with operational teams, ensure that the required on-site response to environmental or safety incidents and emergencies and ensure that incident reports and recordkeeping are complete.
- Manage Site Investigations and Remediation projects as required.
- Ensure implementation of Vickery employee EH&S related training (including new and refresher training), Contractor Pre-Qualification & Expectations Training, and Contractor Safety Management programs.
- Analyze safety and environmental trends for improvement recommendations, including industry and peer benchmarking.
- Monitor and periodically audit employees and contractors for adherence to company EH&S programs.
- Implement a process to stay current with regulatory agency rules and regulations.
- Develop a system to benchmark and track Company's safety and environmental performance via scorecards.
- Provide management with reports as requested.
- Support the asset development teams to ensure that all goals and deadlines are met.

Skills / Abilities / Qualifications

- Motivated self-starter that possesses abilities of self-sufficiency and flexibility to work in a growing and evolving function that supports various operational teams.
- Thorough working knowledge of West Virginia, Pennsylvania & Ohio environmental and safety regulatory standards and compliance requirements necessary to maintain Company's license to operate.
- Strong team player that possesses excellent interpersonal skills and a high level of self-awareness.
- Demonstrated ability to work collaboratively with internal employees and external contractors to ensure that the broader team/company goals are achieved.
- Clarity of communication, both written and oral, and strong presentation skills.
- Ability to manage multiple projects and strong project management skills.
- Knowledge of EH&S databases for compliance and recordkeeping.
- Willingness to travel, as required, to operational work sites, including trips that may require overnight stay.
- Exhibit the characteristics and behaviors of a Vickery Leader:
 - Integrity – must be a person of high character; genuine; consistent and acts in line with a clear and visible set of values and beliefs; candid (open, honest, direct, and truthful but can also keep confidences).
 - Inspires Others – be skilled at getting individuals, teams, and an entire organization to perform at a higher level and to embrace change.
 - Making Complex Decisions – solves tough and complex dilemmas; resourceful; is a quick study of the new and different; adds personal wisdom and experience to come to the best solutions, given the situation; uses multiple problem-solving tools and techniques.

- Focused and Disciplined – sound judgment; can quickly separate the critical from the trivial; focuses on what matters most; prioritizes; attacks everything with drive and energy with an eye on the bottom line; plans, but not afraid to initiate action before all the facts are known; finishes what is started.
- Team Leader – establishes guiding goals; aligns objectives, people, processes, and rewards; measures and communicates accomplishments, holds people accountable, and gives useful feedback; delegates and develops; provides coaching for today and for the future.
- Humble – continuous learner; asks questions and listens well; seeks to understand before being understood; unselfish; puts the needs of the organization and others before self.
- Consensus Building – builds consensus at all levels, including executives and Board for new ideas and initiatives; negotiates skillfully to achieve a fair outcome or promote a common cause.
- Strategic Thinker – thinks beyond the short-term and develops ambitious, but achievable, strategic plans; anticipates / sees around corners; can connect future plans and needs with present reality.
- Relationship Builder – network of existing relationships in the energy industry; creates and fosters relationships with both field and office personnel.

Required Education and Experience

- BS Degree in Environmental Sciences or other related field of study is preferable.
- Minimum of 10 years of experience working within a similar capacity in the oil & gas industry, regulatory industry, and/or environmental consulting industry.
- Natural gas industry specific training and certifications, especially safety related and emergency response.

Physical Requirements

- Prolonged periods of sitting at a desk and working on a computer
- Must be able to lift up to 15 pounds at times

Canonsburg, PA Location

- Please note work will be remote-based until an office is acquired. The office could be located in Canonsburg or regionally nearby. Once an office is secured, this position will be office-based.

Interested parties should send a resume to **Careers@vickeryenergy.com**