



Company: Vickery Energy Management, LLC
Position: Senior Drilling & Completions Engineer
Location: Fort Worth, Texas

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 the former leadership of Tug Hill's private equity backed business following the successful acquisition, development, and divestiture of companies across upstream, midstream, and minerals in excess of \$5 billion.

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 and is comprised of high-integrity, dedicated, intellectually curious, honest, and execution-focused team members.
- 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

This position will be based in Vickery's Fort Worth, Texas office and will report directly to the Senior Vice President of Operations. This role carries responsibility for the planning, execution, and continuous optimization of the company's drilling and completions programs. Working in close partnership with the asset team, this position will ensure the seamless alignment of drilling and completions initiatives with the company's broader capital development strategy. As the company grows, the Senior Drilling and Completions Engineer will have the opportunity to expand his or her influence and responsibilities within the organization. The company welcomes applications from managerial-level candidates, provided a suitable fit for the role is identified. The successful candidate must uphold Vickery's unwavering commitment to environmental stewardship, health and safety excellence, and operational integrity. Reflecting the dynamic and versatile culture of the organization, this position will drive technical innovation and operational excellence across all facets of the company's capital program.

Duties / Responsibilities

- Responsible for the day-to-day operations of the company's drilling and completions efforts
- Lead the drilling and completions functions and clearly communicate expectations and priorities across the team
- Leads cross-functional projects to meet development timelines



- Author and implement drilling and completion programs & procedures
- Manage and coordinate the application and utilization of software and other data workflows to achieve the desired corporate objectives
- Integrate with regulatory personnel to generate required permits and applications
- Work with other departments to deliver forecasts and outputs as needed to ensure on-time delivery of projects
- Generate cost-estimates for capital projects. Forecast, track, and report on capital expenditures
- Interface with vendors and key personnel to support drilling and completions operations
- Provide regular updates to Executive Leadership team on department performance
- Lead by example by ensuring a standard of excellence and a relentless drive for continuous improvement
- Performs other duties as assigned

Required Skills / Abilities / Qualifications:

- Excellent verbal and written communication skills, interpersonal and conflict resolution skills, and an ability to work in a fast paced and dynamic environment
- Excellent organizational skills and attention to detail
- Strong analytical and problem-solving skills
- Strong supervisory and leadership skills with demonstrated success scaling and shaping a team / area / division / organization
- Proficient with Microsoft Office Suite and other related software
- Position requires an experienced, highly motivated, detail focused, team-oriented, high-integrity, humble, self-starter, with an ability to work in a fast-paced environment
- Leadership experience in unconventional development
- Strong drive for continuous improvement that is always looking to find new and better ways to do things, including the adoption of evolving technologies or improving workflows
- 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:

- 5+ years of combined experience in oil and gas operations with a history of leading operational teams
- Bachelor's degree in chemical, mechanical, or petroleum engineering
- Technical experience in both drilling and completions is preferred

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
- Ability to independently travel to the field and provide onsite supervision/leadership

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