



Company: Vickery Energy
Position: Regulatory Compliance Lead - Appalachia
Location: Vickery Energy's Canonsburg, PA office

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

The Regulatory Compliance Lead - Appalachia will reside in proximity to the Appalachian Basin Assets, work in Vickery's Canonsburg, PA office, will report to the Vice President – Business Planning & Development, and will be a key member of the asset development team. The team members' primary responsibility will be leading the regulatory permitting, compliance and reporting functions of the asset development team as required by local, state and federal regulators in support of ongoing upstream and midstream development.

Duties / Responsibilities

- Lead the coordination and compilation of required data (Land, Engineering, Geology, Operations, EH&S, Midstream), through all aspects of the regulatory permitting cycle from concept to closure.
- Support ongoing regulatory permitting, compliance and required reporting through development phases - grow and maintain knowledge base of current local, state, and federal rules and regulations and any relevant agency policies which guide Vickery Energy operations, making recommendations in support of development.
- Own, organize and maintain all files related to the permitting functions of the organization in a structured, secure, electronic, accessible format.
- Build trust and maintain relationships in a professional and courteous manner with local, state, and federal regulatory agencies.

Required Skills / Abilities / Qualifications:

- Deep understanding of applicable regulatory agencies at the federal, state, and local levels and the associated laws and regulations governing oil and gas operations in the Appalachian Basin



- Ability to interpret and apply agency regulations and requirements into regulatory compliance guidance and recommendation.
- Intermediate to advanced proficiency with Microsoft Office Suite and other related software
- 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.
- 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.
- 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:

- Minimum 5 years of experience with oil and gas regulatory permitting and compliance in the Appalachian Basin with demonstrable increases in responsibility.
- Undergraduate degree is preferred; education credit will be considered if combined with experience in environmental permitting and compliance in the oil and gas industry.

Physical Requirements:

- Travel to the field will be necessary at times, a combination of driving to and walking field sites is required.
- Must be able to lift up to 15 pounds at times.