



Company: Vickery Energy Management, LLC
Position: Landman
Location: Canonsburg, Pennsylvania

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 Landman position will be located in Vickery’s Canonsburg, Pennsylvania office and will report to the Director of Land. This position will be responsible for the day-to-day oversight and implementation of land related work needed for unit development for an active drilling program. This position will be responsible for cradle-to-grave land work, including but not limited to: title ordering and review, lease negotiation and acquisition, interaction with land brokers, 3rd Party contract management, lease payment review and approvals, drill-ready approvals, lessor interactions, and any other land related work as needed or communicated by the Director of Land. This is a strategic role and will play a crucial part in executing land strategy and contributing to company goals. This position will work directly with Land Administration, Operations, Engineering, Geoscience, Permitting/Regulatory, Counsel and Accounting.

Duties / Responsibilities

- Responsible for all land related work for specific units or areas of an active development program.
- Manage prospect area field land activities; including land personnel, land brokers and other third-party organizations in organic leasehold acquisition programs, title work, curative, permitting and other necessary land work.
- Determine the title needs for Vickery and coordinate title orders with title attorneys for lease and mineral acquisitions, preparation of drilling and division order title opinions, and confirmation of title prior to spud and production.

- Create, review, revise and approve land documents including, but not limited to lease documents, addenda, land files, surface-use agreements, transactional documents, affidavits, and other related land agreements.
- Meet with key mineral and landowners to negotiate critical agreements.
- Work with division order and accounting departments to create, review, and revise initial and well deck set-ups and in preparation and maintenance of division orders.
- Collaboration with other Vickery functional groups as the primary point of responsibility in preparation of prospect area land assets for permitting and rig line readiness.
- Utilize AI-driven technology to maximize accuracy and efficiency.
- Work and interact in team atmosphere with all functional groups.
- Assist in preparation and presentation of executive summaries for management.
- Review and approve invoices related to land activities in prospect area.
- Handle other related responsibilities as required.
- Strengthen and solidify Vickery's relationship with third parties.
- Lead by example.

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.
- Exceptional communication and influence skills with the ability to adjust messaging to fit a target audience, which includes entry-level and inexperienced personnel, operational personnel, senior technical professionals, Board of Directors, and professionals in other disciplines.
- Strong analytical and problem-solving skills.
- Proficient with Microsoft Office Suite and other related software, including Arc/GIS.
- 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

- 7+ years of oil and gas land experience with at least 5+ years being in a landman role of an active drilling program, preferably in Appalachia
- Familiarity with or experience using AI-driven technologies, automation tools, and digital land management systems, specifically Quorum, is preferred
- This position may also be for Senior Landman based on level of experience and skills
- Bachelor's degree

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.

If interested, please submit your resume to Careers@vickeryenergy.com