

Overview of Athabasca Oil Corporation

Athabasca Oil Corporation (“AOC”) is a unique liquids-weighted intermediate energy producer. At AOC, we proudly and responsibly produce Canadian energy to improve people’s lives. We are passionate, take ownership of our work, get things done and are great at what we do.

Athabasca currently produces 38,500 boe/d with a significant growth program underway. Athabasca has exposure to Canada’s premier resource plays. Thermal Oil boasts >1 billion barrels of top quartile reserves and a deep inventory of future projects. In addition, in December 2023 Athabasca announced the creation of Duvernay Energy Corporation, a private subsidiary company. Duvernay Energy is a unique standalone self-funded entity that offers investors pure-play exposure to the Kaybob Duvernay play and is expected to grow to over 20,000 bbl/d by the late 2020’s. Strategically Athabasca has two companies with independent strategies and capital allocation frameworks.

AOC has positioned itself with strong financial liquidity of ~\$455 million (including \$335 million in cash), putting it in an enviable position relative to its peers. The company is resilient to commodity price volatility and is expecting to generate ~\$1.8 Billion of free cash flow over the next five years. All free cash flow is currently returned to shareholders in the form of share buybacks. The combination of production growth and reduced share count is resulting in industry leading cash flow per share growth. The corporate strategy is to continue to grow our assets, generate significant free cash and provide superior returns to shareholders over the long term. Sustainability is core to the business with strong governance and a commitment to reducing emissions through its technology roadmap.

Athabasca has a track record of transformative projects including JV’s, M&A, royalties, and unique marketing arrangements. AOC offers a dynamic and exciting work environment for the right candidate. AOC is publicly traded on the TSX under the symbol “ATH” with a market capitalization of \$3 Billion and was recognized as number one total shareholder returning Energy company over the last three years and the number three company on the entire TSX (across all sectors).

Human Resources Advisor

We are currently recruiting for a Human Resources Advisor to support AOC’s human resources function and act as a trusted partner to leaders and employees in both our head office and field locations. This role will report to the Manager, Human Resources. The successful candidate will have a passion for high quality service delivery, strong analytical and communication skills, demonstrated initiative, and thrive in a dynamic work environment. This position is based in Calgary.

Responsibilities:

- Develop working relationships with employees, leaders and the field with a customer service approach.
- Work collaboratively to implement processes and programs around engagement, culture, performance management, leadership development, and succession planning.
- Full cycle management of recruiting, interviewing, onboarding, exit interviews, and offboarding.
- Build and sustain strong partnerships with post-secondary institutions to support and enhance AOC’s campus recruitment efforts for student roles and programs.
- Partner with leaders to development and implement training strategies and programs.
- Benefit administration for new hires, annual changes, promotions, exits benefit analytics; leave management, and employee point of contact for benefit questions.

- Assist with data analytics related to staff changes, payroll, and compensation, including conducting industry surveys, interpreting results, and performing various total rewards analyses.
- Work closely with Payroll to ensure accurate updates to AOC's Human Resource Information System (HRIS) with employee information, while identifying opportunities to enhance system efficiency.
- Review the processing of semi-monthly payroll ensuring all related compensation and leave changes are accurately administered.
- Participate in ongoing HR initiatives and projects to enhance HR services to the business.
- HR administration and ad hoc duties as required.

Qualifications:

- Bachelor's degree or diploma in Human Resources
- Minimum 4-8 years of human resources experience
- High level of attention to detail and accuracy is essential
- Positive and professional attitude. Display of high work ethic and integrity in all aspects of work
- The ability to organize workload and manage multiple tasks effectively is critical to success
- High degree of confidentiality
- Advanced Microsoft Excel skills are required with exposure to HR compensation modelling
- Payroll experience is considered a very strong asset
- Working experience in Shareworks and Ceridian Dayforce is considered an asset
- Must be legally entitled to work in Canada

Please email your resume with a cover letter to careers@atha.com with "**HR Advisor**" in the subject line of the email by **March 12th**. We thank you in advance for your interest and note that only those selected for an interview will be contacted. Athabasca Oil Corporation is an equal opportunity employer.