

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).

Senior Regulatory Coordinator

AOC is currently recruiting for a Senior Regulatory Coordinator for its Thermal Oil business, reporting to the Director of Engineering. The Senior Regulatory Coordinator works with internal teams (Development, Projects, Production, and Operations) and external stakeholders (regulators and Indigenous communities) to ensure timely approvals that support operational and development objectives. The role also tracks environmental and regulatory compliance and is responsible for community and stakeholder relations, and Indigenous consultation.

This position is based in AOC’s downtown Calgary office with occasional trips to AOC’s operating facilities and stakeholder communities.

Responsibilities:

- Lead the development and management of regulatory application and approval processes related to Oil Sands Conservation Act, Environmental Protection and Enhancement Act (EPEA), Water Act and others as required for the company’s thermal in-situ oil sands assets
- Coordinate annual report development and submission for EPEA approval reporting, as well as other federal and provincial reporting (NPRI, MSAPR, methane, AEIR)
- Track new regulatory requirements that could impact the organization, communicate internally and support the development of internal processes for compliance

- Work closely with the Senior Environmental Coordinator and with internal operational groups to ensure compliance with approval conditions, AER directives and other regulatory requirements
- Support the surface land group as required for disposition applications required under the *Public Lands Act*
- Responsible for consultations with Indigenous communities in accordance with the Aboriginal Consultation Office requirements in support of planned operations and project applications
- Coordinate stakeholder relations for thermal operations including community investment opportunities
- Coordinate Indigenous business development by identifying relevant vendors, communicating internally (Procurement, D&C, Operations) to ensure participation in procurement opportunities
- Responsible for tracking expenditures with Indigenous and local community vendors

Qualifications:

- Minimum 10 years' relevant experience
- Degree related to environmental studies/planning or engineering
- Professional designation an asset but not a requirement
- Strong communication skills, both written and verbal with the ability to work in a multi-disciplinary team
- Must be legally entitled to work in Canada

Please email your resume with a cover letter to careers@atha.com with “**Senior Regulatory Coordinator**” in the subject line of the email by **March 27, 2025**. 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.