JOB DESCRIPTION

<table>
<thead>
<tr>
<th>Job-Title</th>
<th>Development Drilling Manager</th>
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<tbody>
<tr>
<td>Incumbent (omit if role is vacant)</td>
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<tr>
<td>Company</td>
<td>Cabot Energy Inc.</td>
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<tr>
<td>Department</td>
<td>Operations</td>
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<td>Location</td>
<td>Calgary</td>
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<td>Reports to Function</td>
<td>President, Cabot Energy Inc.</td>
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<tr>
<td>Reports to Name</td>
<td>Paul Lafferty</td>
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Direct Reports (if applicable)

Direct Reports to this Role
See organization chart
Total Staff Responsibility (employees only)
2+ Field Supervisors

Primary Purpose of the Job

HSE
- Exhibit and promote safe behaviors at all times
- Comply with all HSEQ policies and standards and apply the HSEQ Management System as appropriate to the relevant area of the business

GENERAL
1) To lead the engineering, contracting and execution of Cabot Energy’s operated drilling, completion, well testing and intervention well projects whilst delivering to agreed subsurface, HSE, budgetary and performance objectives
2) To provide well engineering and technical support to the following;
   - Business development opportunities including future farm-ins and M&A’s
   - Input to the management of Non Operated Projects including the review of well work programmes, budgets, operations support and reporting

Overall, to ensure that the Drilling Organisation is adequately resourced, HSE and well operations standards are set and maintained, and budgeting & work systems are put in-place in order meet project goals and targets.
Key Responsibilities / Accountabilities

The major accountabilities for the role are the following, for all assets within the area of responsibility:

- Promote safety awareness and sound HSE leadership including the timely follow-up and closeout of all incidents
- Define the Drilling organization (internal and external), identify and resource manpower and training requirements and set roles and responsibilities
- Define and ensure compliance with a structured Well Planning & Delivery Process and associated work systems addressing the following;
  - Budgeting, cost estimating and forecasting
  - Quality Assurance
  - Risk Assessment
  - Regulatory and Internal reporting
  - Procurement, Contractor selection and auditing
  - Logistics support
  - Emergency response
  - Document management
  - Operations Reporting
  - Data Management

- Define and ensure compliance with Well Design and Operations Management Standards
- Review and approve primary engineering well design, work programmes and management of change documentation
- Manage 3rd Party drilling support contractor, field drilling teams and support service contractors
- Provide regular progress updates and cost expenditure and forecasts to management
- Ensure that all regulatory consents, approvals and well documentation is in place prior to commencing well operations
- Making continuous effort to improve well delivery performance including well-researched applications of new tools and techniques.
- Dissemination of drilling knowledge across other parts of organization to facilitate learning
# Education / Experience Required for Job

The following provides the key pre-requisites for the role:

**Experience:**

Minimum 15 years Drilling & Completions experience, including supervision of wellsite operations and management of well engineering staff. Evolved track record of delivering wells projects.

**Qualifications & Certification:**

Preferably Degree Qualified
Safety Management and Regulatory Awareness for Wellsite Supervision Supervisors Well Control
WHMIS
TDG
Well Service Blowout Prevention (BOP).
H2S Alive and First Aid

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# Critical Qualifications / Competencies Required for Job

The following provides the key skills required for the role. All are required to be at a high level for this particular role and to be considered for the role personnel should be able to demonstrate these competencies through experience within the E & P industry.

| Analytical | leadership | presentation |
| consulting | listening | problem solving |
| decision making | negotiation | research |
| facilitation | numerical | selling |
| financial | organisational | time management |
| forecasting | persuasive | written communication |
| influencing | planning |

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<th>Signed By Job Incumbent</th>
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<th>Signed By Immediate Supervisor</th>
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