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Job Title: Operations Engineer
Department: Operations
Reports To: Chief Operating Officer (COO)
Job Type: Full-Time, Exempt
Location: Remote
Start Date: February 2025

Who We Are

At Rebellion Energy Solutions we are ensuring that social and environmental value are included in our nation's energy equation. With over 120,000 abandoned or orphaned oil and gas wells nationwide, we are committed to bringing energy, environment, and markets together to drive responsible completion of the oil and gas well lifecycle on behalf of all our neighbors.

Using carbon markets, we are incentivizing the clean-up of orphan wells and providing a platform for investment in sustainability. For those that have a deep desire to support our work in decommissioning legacy oil & gas wells properly and restoring lands with pride of ownership and a legacy of health and beauty for future generations, we invite you to join us!

About the Role

The opportunities ahead of us for orphan well clean-up and land restoration at scale are great. As our work and team expands, we are seeking a highly skilled and experienced Senior Operations Engineer to join our team. The Senior Operations Engineer will be responsible for providing engineering expertise in the plugging and abandonment of orphan wells, improving field operations, and optimizing methane measurement techniques. In addition, the candidate will ensure the generation of associated carbon credits via registration bodies for this work. The Senior Operations Engineer will collaborate closely with field personnel, service companies, and validators to ensure high integrity operations and compliance.

As a member of the Operations Team, the Senior Operations Engineer supports and directs the team in the design and execution of remediation and restoration operations that permanently eliminate GHG emissions and sustainably mitigate associated impacts to proximal communities and environments. It is critical that these operations be done with the safety of all involved as top priority. The Senior Operations Engineer will directly supervise and provide oversight to our Engineering Support Technician.

Responsibilities:

- Direct focus areas for inventory development based on historic well and production data analysis.
- Provide engineering technical support for orphan well plugging and abandonment (P&A) field operations. This will include field level resource needs (i.e. equipment) and budget requests as well as feedback loops between the field and office.
 - Maintain deep understanding of operational best practices for measurement, the Rebellion Method of plugging, and the Rebellion MRV plan.



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- Work closely with field operations staff to optimize processes and ensure operational excellence in plugging and abandonment, methane measurement, and environmental protection. The gathering and housing of high integrity data will be critical.
 - Documentation of operations best practices and standard operating procedures (SOP's)
- Maintain a deep understanding of relevant carbon credit methodologies and their technical requirements.
- Develop workover and P&A procedures, including well bore diagrams (pre- and post-abandonment) and cost estimates with economic justifications.
- Perform analysis of gathered data to quantify emissions per relevant methodologies and potential value associated with operations.
- Provide proposed operations packets, including well level economics, to management for review and approval.
- Ensure all operations comply with state/provincial/tribal, federal, company, and registry requirements.
- Provide requests, feedback, and utilization insights of data analytics tools (Excel, ArcGIS, Spotfire, etc.) for continuous improvement and operational optimization in conjunction with our data team
- Support the compilation of project data into registry appropriate formats, validation and verification of projects, and the issuance of carbon credits via registration processes.
- Prepare and lead well reviews, project updates, and performance assessments.
- Work closely with land management and land restoration groups to coordinate streamlined projects from development through completion. Ensure that data collection is ethical, accurate, and verifiable.
- Collaborate with the Data Team to design and develop project-specific tools that enhance the efficiency and accuracy of data collection for operations.
- Actively participate and support in maintaining the company's high-performing safety culture.
- Make monthly trips to the field as needed to ensure optimal performance for operations team and attend Safety Meetings.

Because we know that the nature of the work that we do requires charting a new path and shifting a legacy culture within the oil and gas industry, we also value transferable skills from complementary industries and lived experiences that have offered a training ground for developing the competencies needed to excel on our team and in this role. The successful candidate for this role will have a mix of the following qualifications, competencies and commitment to our core values:

Qualifications:

- A passion for environmental justice and sustainability and desire to help chart a course in an emerging field.
- Bachelor's degree in engineering or related field.
 - Petroleum Engineer is preferred.



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- 5+ years experience in oil and gas production practices and familiarity with data analytics tools such as Excel, ArcGIS, Spotfire, etc.
 - Some programming experience is preferred.
- Demonstrated commitment to safety leadership and ESG initiatives.
- Understanding of methane measurement techniques.
- Understanding of the Rebellion Method of Plugging.
- Understanding of the Rebellion MRV Plan.
- Strong verbal and written communication skills.
- Efficient time management with the ability to handle multiple projects concurrently.
- Strong analytical skills.
- Able to travel as required and work extended hours on occasion.
- Organized and structured approach.
- Communicative across disciplines.
- Strong leadership and team management skills, with the ability to empower, motivate and maintain accountability amongst a team of operations staff and field-based technicians dispersed across various locations.

Competencies:

- **Leadership and Management:** The ability to lead, develop, and inspire a team composed of internal and external staff that are geographically disbursed, fostering a culture of collaboration and excellence. Encourage autonomy and decision-making while providing necessary support and resources to team members.
- **Ability to work collaboratively with Land, Field, Environmental, Health and Safety (EHS), Marketing and Data Teams.**
- **Ability to promote and cultivate a strong safety culture.**

Core Values:

- **Rebellious Individuality:** Our work culture encourages you to bring your true self to the table.
- **Authentic Communication:** We nurture an open and honest team environment that allows you to share transparently in the spirit of collaboration and problem-solving, while also holding space and listening to others with the intent of understanding and finding common ground.
- **Unlimited Collaboration:** The issues we seek to solve are often layered and impact communities. To find sustainable and just solutions, everyone is welcome, always.
- **Creative Thinking:** Working in an emerging industry it is essential that you are comfortable being uncomfortable.
- **Genuine Solutions:** Don't focus on why we can't, rather on finding a way we can.

Compensation and Benefits

The compensation for this full-time, exempt position starts at an annual salary of \$180,000 and is based upon expertise, years of experience and a verifiable track record of results. This compensation is accompanied by a competitive benefits package including: vacation/sick leave, medical/dental/vision insurance and 401k matching.



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How to Apply

If your skills, knowledge, experience and passion for environmental justice and sustainability align with the qualifications, competencies and values shared above we invite you to share your interest in this exciting opportunity.

Even if you don't "check all the boxes" above, we want to hear from you! We value the lived experiences and transferable skills that you feel make you an excellent candidate for this role and welcome the opportunity to learn more about them.

Complete our online application and submit your resume [here](#). We look forward to hearing from you!

Rebellion Energy Solutions is an equal opportunity employer, committed to nurturing a diverse, equitable and inclusive work environment that respects, values and incorporates what makes us individually unique and collectively strong. All applicants will be considered for employment without attention to race, color, national origin, ancestry, religion, age, sexual orientation, gender identity, familial status, marital status, military or veteran status, or disability status in accordance with applicable federal, state and local laws.