



Headquarters at Plot 15 Yusuf Lule Road, P.O Box 36316, Kampala, Uganda

The Uganda National Oil Company (UNOC) Ltd was established under the Petroleum (Exploration, Development and Production) Act and the Petroleum (Refining, Conversion, Transmission and Midstream storage) Act, both of 2013 and incorporated under the Companies' Act, 2012. It is a limited liability company wholly owned by the Government of Uganda.

The overall function of UNOC is to handle the State's commercial interests in the Oil and Gas industry and ensure that the resource is exploited in a sustainable manner.

UNOC now invites applications for persons interested to develop their career with a dynamic results-oriented Company to occupy the following positions:

UPSTREAM DEPARTMENT

1 JOB TITLE: PETROLEUM ENGINEER (1 VACANCY)

1.1 REPORTS TO: PETROLEUM ENGINEER (SPECIALIST)

1.2 JOB PURPOSE: To support the engineering aspects of exploration operations through tasks such as well designs; drilling and completions; engineering data acquisitions and well proposals

1.3 Essential Duties

1. Design well trajectories, completions, and perforations
2. Explore and recommend potential well design and new technology applications, providing associated risk and economic analyses; implementing where appropriate.
3. Provide post well support by working with key internal and external stakeholders to create end of well documentation summary, in line with Company and Partner requirements.
4. Participate in the estimation of the petroleum resources for the exploration projects.
5. Prepare drilling, completions and fluid programs for exploration projects
6. Supervise and maintain records of drilling and completions operations.

7. Coordinate all phases of drilling, completion and production operations throughout the life cycle of a wellbore
8. Develop programs, schedules and monitoring all drilling, completion and workover activities in UNOC operation.
9. Monitor acquisition of engineering data to ensure quality and adequacy.
10. Support preparation and evaluation of engineering aspects of drilling and completions programs and other technical proposals and reports.
11. Receive and review drilling and completions reports and liaising with field supervisors and Joint Venture operations while ensuring that Process Safety Information (PSI) data are reported accurately throughout the program.
12. Monitor the operated and non-operated project operations and collaborate with the Joint Venture Partners to ensure that operations are conducted in compliance with industry regulations, UNOC Policies and Standards.
13. Assist in the development of operational procedures for E&P operations and assist in ensuring that all operations are conducted according to approved procedures.
14. Any other duties as may be assigned.

1.4 Qualifications, Experience & Attributes

- a) BSc (Hons) in Drilling, Petroleum, Structural, Mechanical, or Manufacturing Engineering or other relevant bachelor's degree.
- b) Possession of relevant certification will be an added advantage.
- c) Minimum five (5) years relevant experience in Oil & Gas industry.
- d) Possess a high level of proficiency in both oral and written communication skills.
- e) Computer literacy in applying various industry specific analytical software packages for the operational effectiveness and efficiency.
- f) Innovative and a proven high level of integrity.
- g) Ability to work independently and in a team.
- h) Excellent analytical skills.

2 JOB TITLE: RESEVOIR ENGINEER (1 VACANCY)- RE-ADVERTISED

2.1 REPORTS TO: GEOSCIENCES MANAGER

2.2 JOB PURPOSE: To identify and quantify oil and gas reserves and develop strategies to maximize recovery.

2.3 Essential Duties

1. Liaise with geoscientists, production, and petroleum engineers to develop subsurface dynamic reservoir models and predict production potential.
2. Provide reservoir engineering inputs required for the preparation of Field Development Plans and Reservoir Management Plans; such as predicted production profiles, well count, data acquisition plans etc.

3. Perform the development, maintenance and history matching of dynamic reservoir simulation models.
4. Participate in the estimation of the petroleum resources/reserves including development of production and reserve booking profiles.
5. Evaluate of partners' reservoir engineering proposals and participate in meetings with Partners and Authorities, when required.
6. Assess opportunities for future infill wells, workovers, near-field exploration targets and enhanced oil recovery and prepare appropriate recommendations.
7. Assist in the development of operational procedures for E&P operations and in ensuring that all operations are conducted according to approved procedures.
8. Support an integrated team of geoscientists, drilling and production engineers to monitor field performance and optimize production.
9. Monitor the acquisition of engineering data to ensure quality and adequately.
10. Any other duties as may be assigned.

2.4 Qualifications, Experience & Attributes

- a) Bachelor's Degree (Hons) in Engineering, Geosciences or any relevant bachelor's degree.
- b) Minimum of five (5) years' experience in Petroleum E&P Operations.
- c) Substantial experience in dynamic modelling of petroleum reservoirs, history matching and sensitivity analysis using Eclipse (or similar software).
- d) Be skilled in integrated reservoir modelling and simulation.
- e) Have knowledge of development and production operations, Health & Safety standards and operational procedures.
- f) Ability to work independently, but also work effectively within a multi-disciplinary team environment.
- g) Innovative and a proven high level of integrity.
- h) Excellent analytical skills.
- i) Excellent communication and interpersonal skills.

3 JOB TITLE: RESEVOIR GEOLOGIST (1 VACANCY)

3.1 REPORTS TO: GEOLOGIST SPECIALIST

3.2 JOB PURPOSE: To be responsible for comprehensive analysis and interpretation of geoscience data to generate economically justified investment opportunities for the company

3.4 Essential Duties

1. Monitor the acquisition of geoscience data to ensure quality.
2. Interpret and evaluate geological data to determine subsurface geology, resource base.

3. Provide geological input for supporting the identification of drilling targets while working in collaboration with the drilling Engineers.
4. Provide geological input and participate in the development of geological reservoir models to understand structure, reservoir characterization and petroleum quality and quantity.
5. Provide reservoir geology input to support estimation of petroleum resources/Reserves and classify the company's resource portfolio with prudent classification frameworks.
6. Participate in the definition and evaluation of proposals for field development.
7. Evaluate geological work programs from partners and participate in joint venture activities for jointly operated assets.
8. Provide geological input to support development of well proposals in conjunction with a multidisciplinary geoscience team.
9. Provide reservoir geology input to support the development of reservoir management and surveillance programs and identify further opportunities in fields on production.
10. Assist in the development of operational procedures for E&P operations.
11. Any other duties as may be assigned.

3.4 Qualifications, Experience & Attributes

- a) Bachelor's Degree (Hons) in Petroleum Geosciences or other relevant degree.
- b) Minimum five (5) years' experience as a geoscientist in the upstream petroleum projects
- c) Be skilled in integrated reservoir modelling.
- d) Have knowledge of development and production operations, Health & Safety standards and operational procedures.
- e) Ability to work amongst multidisciplinary teams.
- f) Data analysis skills.
- g) Excellent communication and interpersonal skills.
- h) Attention to detail.

4 JOB TITLE: DRILLING & COMPLETIONS ENGINEER (2 VACANCIES)

4.1 REPORTS TO: DRILLING & COMPLETIONS - SPECIALIST

4.2 JOB PURPOSE: To design and monitor cost-effective drilling and well completions and devise methods to improve oil and gas well production.

4.3 Essential Duties

1. Develop cost and schedules for exploration, appraisal and development wells.
2. Prepare Authorization for Expenditure for the works, review invoices and obtain appropriate approvals.
3. Explore and recommend well design and new technology applications, provide associated risk and economic analyses of their implementation where appropriate.

4. Design well trajectories, completions, and perforations.
5. Work with stakeholders to develop best fit technical solutions for life of well, which considers full expected operational envelope.
6. Prepare and monitor drilling, completions, workover and fluid programs to ensure that operations are conducted in compliance with industry standards, regulations and UNOC policies.
7. Supervise the removal of drilling equipment and wastes from UNOC operated assets.
8. Provide post well support by working with the integrated project team and external stakeholders to compile end of well documentation.
9. Identify the need for change of the drilling and completion program, operation or contract system and initiate the Management of Change (MOC) process for any deviations.
10. Collaborate with an integrated team of production engineers, reservoir engineers, geologists and other technical disciplines to ensure that well designs for UNOC and non-operated projects comply with UNOC Policies and Standards.
11. Evaluate partners' drilling and completions proposals and participate in meetings with Partners and Authorities.
12. Any other duties as may be assigned.

4.4 Qualifications, Experience & Attributes

- a) BSc (Hons) in Drilling, Petroleum, Structural, Mechanical, or Manufacturing/Production Engineering or related engineering field.
- b) Minimum five (5) years relevant experience in Oil & Gas industry and must be well versed in all aspects of drilling, well completion and workover operations.
- c) Must possess working knowledge of Drilling and Completions Software suites
- d) Ability to work independently, but also work effectively within a multi-disciplinary team environment.
- e) Strong communication skills.
- f) Excellent analytical skills

5 JOB TITLE: PRODUCTION ENGINEER

5.1 REPORTS TO: GEOSCIENCES MANAGER

5.2 JOB PURPOSE: To provide support in managing & overseeing subsurface engineering aspects related to field development and production.

5.3 Essential Duties

1. Coordinate all phases of drilling, completion and production operations throughout the life cycle of a wellbore.
2. Designing surface facilities including well completion systems like artificial lift and sand control systems and coordinate their installation.

3. Analyze, interpret, and optimize individual performance. Employ various production surveillance techniques to monitor well productivity on a daily basis. Identify wells for production enhancements and recommend wells for recompletion and or abandonment.
4. Maximize the daily production and ultimate recoveries of producing properties through optimal operational procedures.
5. Work with other project team members to determine the most efficient means to develop wells/fields and ensure that production goals and cost controls are met.
6. Coordinate well testing and production operations in accordance with the Company policies and ensure regulatory compliance.
7. Monitor and analyze surface equipment performance and recommend appropriate engineering interventions.
8. Support the selection of prudent service providers to optimize costs of wells and surface facilities.
9. Prepare reports of unplanned shutdowns and slowdowns of facilities including root cause analysis.
10. Evaluate and manage problems of fluid behaviour and production chemistry and recommending flow rate enhancement.
11. Perform any other duties assigned by the supervisor.

5.4 Qualifications and Experience

- a) Bachelor's degree (Hons) in Engineering or Petroleum Geoscience from a reputable Institution.
- b) Master's degree in Engineering with specialization in Production Engineering or Petroleum Engineering will be an added advantage.
- c) A minimum of five (5) years of relevant working experience in a similar role in the oil and gas industry or another sector.
- d) Experience in dynamic modelling of petroleum reservoirs, history matching and production data analysis using PETREL, AVOCET, OFM (or similar software).
- e) Have knowledge of development and production operations, Health & Safety standards and operational procedures.
- f) Demonstrated experience and ability to work independently, but also work effectively within a multi-disciplinary team environment in a similar role.
- g) Should have effective communication skills.
- h) Should be a person of high integrity.
- i) Should have good analytical and critical thinking skills.

FINANCE & ADMINISTRATION DEPARTMENT

1. JOB TITLE: STORES OFFICER (1 VACANCY)

1.1 REPORTS TO: TREASURY ACCOUNTANT

1.2 JOB PURPOSE: To Ensure effective stocking and management of Company stores

1.3 Essential Duties

1. Ensure that an effective and efficient stores management system is in place, so that appropriate levels of supplies are maintained at all times.
2. Initiate purchase requisition for replacement of stock of all regular stores items whenever the stock levels based on re-order levels.
3. Recording and documentation of receipts and issuances
4. Ensure that spot checks of stocks are carried out and recorded
5. Prepare and analyze monthly stock reconciliation reports and make suggestions for action, where necessary
6. Support month end control activities
7. Ensure that the safety and security of supplies to minimize losses that may arise from deterioration, theft and waste.

1.4 Qualifications and attributes:

- a) Honours Degree in Accounting, Procurement, Logistics, Business or related field
- b) At least 3 years work experience in management of stores in a busy organisation
- c) Knowledge of integrated planning and budgeting.
- d) Excellent organizational skills
- e) Ability to plan, budget, schedule, organise and engage line managers on key stores priorities
- f) Excellent MS office skills.

UGANDA REFINERY HOLDING COMPANY

1 JOB TITLE: PARK MANAGEMENT SPECIALIST (1 VACANCY)

1.1 REPORTS TO: MANAGER KABAAL INDUSTRIAL PARK OPERATIONS

1.2 JOB PURPOSE: To provide support in the development and implementation of operational and maintenance management procedures and processes for the park.

1.3 Essential Duties

1. Develop an Industrial Park management strategy that will keep the Park responsive to stakeholders and in a well-maintained state.
2. Prepare a plan and budget for the resource requirement to implement this strategy.
3. Prepare the Industrial Park risk assessment and mitigation plan.
4. Develop and implement processes and procedures to manage the operations and maintenance in the park.
5. Assess the HSSE and emergency response requirements, develop procedures and processes, and manage HSSE and emergency response demands.
6. Develop a comprehensive list of compliance requirements and ensure compliance for each industry and commercial enterprise settling in the park.
7. Continuously assess the equipment, material and financial requirements of the section and prepare plans for closing any gaps within the requirements.
8. Any other duties as may be assigned.

1.4 Qualifications, Experience & Attributes

- a) Bachelor's Degree (Hons) in Engineering, Architecture, Physical Planning, Surveying, or related field.
- b) Full Professional Membership and registered to practice as a professional.
- c) Minimum six (6) years relevant working experience in a reputable organization.
- d) Good knowledge of Estate Development and Management.
- e) Proficiency in planning, engineering, or surveying software, and Microsoft Applications.
- f) Exceptional strong analytical skills, having the ability to analyse, refine, summarize, and clearly present data and information.
- g) Ability to design suitable processes to mitigate risk, frame breadth and depth of control testing and evaluation of business objectives.
- h) Possession of excellent judgement and Integrity.
- i) High degree of professionalism and maintenance of confidentiality.
- j) Good communication skills.

APPLICATION PROCEDURE

UNOC will ONLY consider online applications submitted through her website on the careers portal at <https://www.unoc.co.ug/career-opportunities/>

APPLICATION DEADLINE

All applications should be submitted **not later than Friday 25th November 2022 by 17:00 hours (5:00pm EAT).**

NOTE:

- 1) Applicants are required to scan and attach **CERTIFIED** copies of the required academic documents only e.g. Degree, Transcript, Diploma, A-level and O-level certificates
- 2) Please forward any enquires regarding this advert to recruitment.unoc@unoc.co.ug

**CHIEF EXECUTIVE OFFICER
UGANDA NATIONAL OIL COMPANY**