



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

THE UGANDA NATIONAL OIL COMPANY LIMITED (UNOC) IS RECRUITING:

The Uganda National Oil Company (UNOC) Limited 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 from persons interested to develop their career with a dynamic and results-oriented Company to occupy the following positions:

UPSTREAM DEPARTMENT

JOB TITLE: E&P DATA CUSTODIAN
REPORTS TO: E&P DATA CONTROL SPECIALIST
JOB PURPOSE: RESPONSIBLE FOR THE TECHNICAL CONTROL OF E&P DATA INCLUDING SECURITY, SCALABILITY, CONFIGURATION MANAGEMENT, AVAILABILITY, ACCURACY, CONSISTENCY, BACKUP AND RESTORE, TECHNICAL STANDARDS, POLICIES AND BUSINESS RULE IMPLEMENTATION.

ESSENTIAL DUTIES

1. Define and report on how the Company E&P data is stored, processed, and transmitted within the Company and to third parties.
2. Implement appropriate physical and technical safeguards to protect the confidentiality, integrity and availability of company E&P data.
3. Document and disseminate administrative and operational procedures to ensure consistent storage, processing and transmission of Geoscience, Engineering & GIS data.
4. Develop databases for Geoscience, Engineering & GIS data.
5. Understand and report on E&P data security risks and how they impact the confidentiality, integrity, and availability of Company E&P data.
6. Review and ensure Quality Controls in-coming sources of information prior to processing.
7. Resolve data quality issues in partnership with the Data specialists.
8. Ensure that data quality is sustained during technical processing (such as data entry or Extract-Transport-Load operations). Creates new E&P records based on interpretation and results from geoscience, Engineering & GIS teams.
9. Ensure that changes to data content and controls can be audited.
10. Ensure that the recipient of a data extract receives a copy of the business metadata that corresponds to the extracted data.
11. Maintain continuous and accurate data flow across Geoscience, Engineering & GIS disciplines for efficiency and to meet deadlines.
12. Implement the user access policies specified by data trustees.
13. Follow change management practices during maintenance of data within a data collection.
14. Advise on technology solutions that enhance efficiency in data management.
15. Perform other duties as may be assigned.

QUALIFICATIONS, EXPERIENCE AND ATTRIBUTES

- a) Bachelor's Degree (Hons) in Information Technology, any Physical Sciences or other relevant degree.
- b) A minimum of three (3) years of related working experience with E&P data and Systems.
- c) Thorough knowledge of data quality and trust, compliance, and governance policies as they relate to petroleum data management.
- d) Possesses a common understanding of data standards within the industry and organisation.
- e) Understands the E&P data lifecycle and general business workflows.
- f) Proficient in Upstream industry standard software applications.
- g) Understands data security standards and can identify when breaches have occurred.
- h) Experience in developing and managing GIS database systems is an added advantage.
- i) High level of integrity.
- j) Ability to work and produce results in an environment with multiple challenging tasks.

JOB TITLE: EXPLORATION GEOLOGIST
REPORTS TO: EXPLORATION GEOLOGIST SPECIALIST
JOB PURPOSE: RESPONSIBLE FOR IDENTIFYING AND EVALUATING POTENTIAL OIL AND GAS DEPOSITS, USING GEOLOGICAL TECHNIQUES.

ESSENTIAL DUTIES

1. Participate in the quality control, storage and management of geological data and physical field samples that relate to exploration areas.
2. Participate in evaluating and ranking the resources, risks, and uncertainties of the prospects to be drilled and suggest exploration and development programs.
3. Assist in planning exploration wells.
4. Develop subsurface static reservoir models to understand structure, reservoir characteristics and petroleum quality and quantity.
5. Participate in the estimation of the petroleum resources/reserves and classify the Company's resource portfolio with prudent classification frameworks.
6. Evaluate Partners' technical proposals and participate in meetings with Partners and Authorities, when required.
7. Participate in the preparation of applications for petroleum exploration licenses, and evaluation of geological work programs and other technical proposals.
8. Assist in the development of operational procedures for E&P operations and in ensuring that all operations are conducted according to approved procedures

QUALIFICATIONS, EXPERIENCE AND ATTRIBUTES

- a) Bachelor's Degree (Hons) in Petroleum Geosciences or any relevant degree
- b) Minimum of 5 years' relevant experience.
- c) Hands-on experience in geological analysis and integration software suites, such as PETREL.
- d) Be skilled in integrated reservoir modelling.
- e) Have knowledge of Exploration and development operations, Health & Safety standards and operational procedures.
- f) Ability to work independently, but also work effectively within a multi-disciplinary team environment to develop appropriate work programmes.



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THE UGANDA NATIONAL OIL COMPANY LIMITED (UNOC) IS RECRUITING:

JOB TITLE: EXPLORATION GEOPHYSICIST
REPORTS TO: EXPLORATION GEOPHYSICIST SPECIALIST
JOB PURPOSE: TO LEAD THE COMPANY' GEOPHYSICAL ASPECTS IN EXPLORATION PROJECT OPERATIONS TO MAXIMISE VALUE FOR THE COMPANY.

ESSENTIAL DUTIES

1. Develop subsurface reservoir models to understand structure, reservoir characterization and petroleum quality and quantity.
2. Estimate the petroleum resources/reserves and classifying the company's resource portfolio with prudent classification frameworks.
3. Monitor the company's geophysical and other exploration activities in company operated and non-operated areas in a timely and cost-effective manner.
4. Monitor and supervise the collection, quality control, storage and analysis of geological data and physical field samples that relate to the evaluation of the exploration areas.
5. Monitor the drilling of exploration and appraisal wells to ensure that all identified objectives are met in a safe manner.
6. Conduct integrated data interpretation and evaluation to generate hydrocarbon plays, prospects, and leads in prospect areas and recommend drilling locations.
7. Evaluate and rank the resources, risks, and uncertainties of the prospects to be drilled and suggest technical exploration and appraisal programs.
8. Prepare and evaluate exploration work programs and other technical proposals and reports
9. Assist in the development of operational procedures and ensure that all exploration operations are conducted according to approved procedures
10. Participate in meetings with joint venture Partners and Authorities.
11. Any other duties as may be assigned.

QUALIFICATIONS, EXPERIENCE AND ATTRIBUTES

- a) Bachelor's Degree (Hons) in Petroleum Geosciences or any relevant degree
- b) Minimum of 5 years' relevant experience.
- c) Be skilled in integrated reservoir modelling.
- d) Have knowledge of Exploration and development operations, Health & Safety standards and operational procedures.
- e) Hands-on experience in geological/geophysical analysis and integration software suites.
- f) Strong project management, planning, organizational skills to ensure that goals, schedules and budgets met.
- g) Ability to work independently, but also work effectively within a multi-disciplinary team environment to develop appropriate work programmes.

JOB TITLE: RESERVIOR ENGINEER SPECIALIST
REPORTS TO: GEOSCIENCE MANAGER
JOB PURPOSE: TO LEAD THE GEOSCIENCE TEAM IN RESERVOIR EVALUATION AND MANAGEMENT

ESSENTIAL DUTIES

1. Supervise the development of reservoir engineering inputs required for preparation of Field Development Plans, Petroleum Reservoir Reports and Reservoir Management Plans including production profiles, well count etc.
2. Lead the analysis and interpretation of all required data (reservoir study of oil/gas fields), including fluid (PVT) analysis, well testing, material balance analyses, and other analyses as required.
3. Coordinate and evaluate partners' reservoir engineering proposals and participate in meetings with Partners and Authorities, when required.
4. Coordinate the development and review of reservoir engineering aspects of workflows, procedures, guidelines, and reservoir management plans.
5. Coordinate the development and review of reservoir management and surveillance programs and identification of further opportunities in fields on production.
6. Supervise the assessment of opportunities for future infill wells, workovers, near-field exploration targets and enhanced oil recovery and prepare appropriate recommendations.
7. Coordinate the construction, review, and update of subsurface dynamic reservoir models to optimize field development and maximize oil and gas production.
8. Lead the subsurface team to propose optimal solutions for field development of UNOC's assets.
9. Coordinate monitoring of the acquisition of well and reservoir engineering data to ensure quality and adequacy, to optimize production.
10. Participate in the estimation and classification of the company's petroleum resources/reserves portfolio.
11. In charge of review and recommendation of reservoir engineering studies.
12. Recommend optimal reservoir engineering interpretation tools.
13. Participate in measurement of produced petroleum and coordinate the geoscience input to the allocation process
14. Assess and recommend the training and development needs, and mentorship requirement of the team in aspects of reservoir engineering.
15. Any other duties as may be assigned.

QUALIFICATIONS, EXPERIENCE AND ATTRIBUTES

- a) Bachelor's degree (Hons) in Engineering, Petroleum Geoscience, Physical Sciences, or any relevant degree.
- b) Minimum of six (6) years of relevant working experience.
- c) Substantial experience in dynamic modelling/simulation 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-discipline team environment to develop appropriate work programmes.

JOB TITLE: DRILLING AND COMPLETIONS SPECIALIST
REPORTS TO: DRILLING & COMPLETIONS MANAGER
JOB PURPOSE: TO DRAFT DRILLING PLANS AND SUPPORT THEIR EXECUTION THROUGH PROVISION OF ENGINEERING ADVISE AND UPDATING WELL DESIGNS AND EXECUTION PLANS.

ESSENTIAL DUTIES

1. Supervise the preparation of AFE's for planned work, review invoices and obtain appropriate approvals.
2. Develop and provide timely and well cost data for Exploration Projects.
3. Appraise and develop well designs according to internally approved processes.
4. Review and advise on drilling and completions work programs and reports for Joint Venture operations and participate in partner meetings if required.
5. Identify all the risks for each well design, throughout the Well Delivery Process (WDP) and prepare a risk register.
6. Identify lesson learnt from nearby wells, evaluate, and carry out studies for offshore and onshore drilling campaigns.
7. Explore and recommend new well designs and technology applications, providing associated risk and economic analyses; implementing where appropriate.
8. Supervise monitoring of non-operated drilling and wells operations



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9. Collaborate with the Joint Venture Partners to ensure that operations are conducted in compliance with industry regulations, UNOC Policies and Standards.
10. Supervise the designing of well trajectories, completions, and perforations.
11. Prepare drilling and completions work programs and budgets for Company operations.
12. Lead the preparation of drilling, completions, and fluid programs.
13. Supervise and maintain records of drilling and completions operations.
14. Recommend the need for change within the D&C program, operation or contract system and initiate the Management of Change (MOC) process for any deviations.
15. Prepare the technical specifications for drilling and completions equipment and other related services required for the Company's field development operations.
16. Prepare Tender Plan and Invitation to Tender and other Bid Documents, conduct Technical and Commercial evaluations of tenders for D&C, and support preparation of Award Recommendation.
17. Lead verification and inspections of the provision of materials and equipment for drilling operation and ensure all requirements, and conditions are met.
18. Any other duties as may be assigned.

QUALIFICATIONS, EXPERIENCE AND ATTRIBUTES

- a) Bachelor of Science degree (Hons) in Drilling, Petroleum, Structural, Mechanical, electrical or Manufacturing /Production Engineering.
- b) Minimum of six (6) year's relevant experience.
- c) Candidates must be well versed in all aspects of completion and workover design and operations.
- d) Drilling experience is an essential requirement.
- e) Familiar with policies, guidelines, and procedures related to Drilling & Completions.
- f) Proficient in using well design & Completions software (e.g., Landmark software), Microsoft Office, Word, Excel, and PowerPoint must be demonstrated.

JOB TITLE: FACILITIES ENGINEER SPECIALIST

REPORTS TO: DRILLING & COMPLETIONS MANAGER

JOB PURPOSE: TO LEAD THE DESIGN, PLANNING, AND INSTALLATION OF SURFACE EQUIPMENT TO SUPPORT OIL AND GAS PRODUCTION.

ESSENTIAL DUTIES

1. Lead preparations of equipment specifications for oil and gas facilities and support the procurement of related services and materials.
2. Provide technical expertise and advise on technical standards and engineering requirements for oil and gas facilities.
3. Supervise preparation of operational procedures, manuals, plans etc for oil and gas facilities operations.
4. Supervise the preparation of scope of work, schedule and budget for facilities engineering work program of the Company and obtaining of necessary approvals.
5. Provide information to accounting department for the initial setup of projects within UNOC's accounting software.
6. Lead the monitoring of oil and gas facilities work programs and operations, data gathering, facility audits and inspections for operated and non-operated assets.
7. Manage UNOC resources and subcontractors to perform the project scope of work.
8. Manage schedule, budget, and contractual performance on projects. Review and approve timesheets/invoices of subcontractors.
9. Review and advise on facilities engineering work programs and reports for Joint Venture operations and participate in partner meetings if required.
10. Supervise monitoring of operated & non-operated facilities construction operations and collaborate with the Joint Venture Partners to ensure that operations are conducted in compliance with industry regulations, UNOC Policies and Standards.

QUALIFICATIONS, EXPERIENCE AND ATTRIBUTES

- a) BSc (Hons) in Chemical, Process, Petroleum, Electrical, Structural, Mechanical, or Manufacturing/Industrial engineering.
- b) Minimum six (6) years of relevant experience.
- c) Experience of risk assessment & HAZOP studies will be an added advantage.
- d) Proficiency in process engineering and project management software is an essential requirement.
- e) Post graduate training in project management is added advantage.
- f) Strong project management, planning, organizational skills to ensure that goals, project schedules and budgets are met.

JOB TITLE: PRODUCTION ENGINEER SPECIALIST

REPORTS TO: GEOSCIENCE MANAGER

JOB PURPOSE: TO OVERSEES SUBSURFACE ENGINEERING ASPECTS RELATED TO FIELD DEVELOPMENT AND PRODUCTION.

ESSENTIAL SKILLS

1. Supervise the design of reservoir wellbore interface and well completion systems like artificial lift and sand control systems and coordinate their installation to optimize production.
2. Supervise implementation of all phases of well completions and production operations throughout the life cycle of a well.
3. Supervise development of production engineering inputs required for the preparation of Field Development Plans, Petroleum Reservoir Reports and Reservoir Management Plans.
4. Coordinate the measurement of produced petroleum as well as the engineering and geoscience input to the crude allocation process.
5. Supervise well testing and production operations in accordance with the Company policies and ensure regulatory compliance.
6. Coordinate integrated well performance modelling studies including nodal analysis, reservoir wellbore interface management, well Integrity management and Artificial lift.
7. Coordinate monitoring and analysis of well productivity, surface equipment performance and recommend appropriate interventions to ensure optimal performance.
8. Coordinate the validation and interpretation of production data and recommendation of wells for production enhancements, recompletion, or abandonment.
9. In charge of review and recommendation of production engineering studies/new technologies aimed at improving well integrity, productivity, and efficiency.
10. Guide UNOC on the required software tools for production engineering and ensures its proper maintenance.
11. Responsible for acquisition, monitoring, validation, interpretation, and maintenance of production data and reporting of quantities produced
12. Coordinate the development and review of production engineering aspects of workflows, procedures, guidelines, and reservoir management plans.
13. Coordinate the development and evaluation of engineering aspects of field development and production programs such as well completion, flow assurance, metering etc..
14. Coordinate the evaluation of partners' production engineering proposals and participate in meetings with Partners and Authorities, when required.
15. Supervise the selection of prudent service providers for production operations to optimize costs of wells and surface facilities
16. Assess and recommend the training and development needs, and mentorship requirements for the production engineering team.
17. Any other duties as may be assigned.



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- Bachelor's degree (Hons) in Engineering, Petroleum Geoscience, or other relevant degree.
- Minimum of six (6) years of relevant experience.
- ESP, ESPCP and PCP design and operations experience is desirable.
- Substantial experience in integrated well performance modelling and production data analysis using PETREL, Petroleum Experts IPM, AVOCET, OFM (or similar software).
- High level of understanding of well functional design, well intervention, maintenance, performance evaluation & well testing. Plant startup, steady state and optimization enhancement experience essential.
- Have knowledge of development and production operations, Health & Safety standards and operational procedures.
- Demonstrated experience and ability to work independently and effectively within a multi-disciplinary team environment.

JOB TITLE: PETROLEUM ENGINEER SPECIALIST

REPORTS TO: ENGINEERING MANAGER

JOB PURPOSE: TO LEAD THE PLANNING, DESIGN AND DRILLING ACTIVITIES IN EXPLORATION AREAS

ESSENTIAL SKILLS

- Prepare the well design, drilling program and undertake well planning.
- Propose well trajectories, completions, and perforations.
- Supervise preparation and evaluation of drilling and completion programs and reports.
- Preparation and evaluation of engineering aspects of technical proposals.
- Monitor acquisition and interpretation of engineering data.
- Prepare the technical specifications for drilling equipment and services required for exploration activities.
- Assist in the development of operational procedures and ensure that all exploration operations are conducted according to approved procedures
- Verify and inspect the provision of materials and equipment for drilling operation and assure all requirements, special terms and conditions are met
- Preparing Work Programs and Budgets for Drilling Section.
- Monitor and supervise the drilling of exploration and appraisal wells to ensure that all identified objectives are met in a safe manner.
- Participation in meetings with joint venture Partners and Authorities.
- Any other duties as may assigned.

QUALIFICATIONS, EXPERIENCE AND ATTRIBUTES

- BSc (Hons) in Drilling, Petroleum, Structural, Mechanical, Electrical or Manufacturing /Production Engineering.
- Minimum of six (6) years relevant experience.
- Hands-on experience in engineering software suites.
- Strong project management, planning, organizational skills to ensure that goals, schedules, and budgets are met.

QUALITY, HEALTH, SAFETY AND ENVIRONMENT

JOB TITLE: HEAD OF QUALITY, HEALTH, SAFETY, SECURITY & ENVIRONMENT (QHSSE)

REPORTS TO: CHIEF EXECUTIVE OFFICER

JOB PURPOSE: TO LEAD ALL ASPECTS OF DEVELOPING AND IMPLEMENTING QHSE POLICIES, STRATEGIES AND PLANS FOR UNOC AND ITS SUBSIDIARIES IN LINE WITH COMPANY OBJECTIVES.

ESSENTIAL SKILLS

- Provide leadership in the control, monitoring and implementation of QHSE Organisational governance in line with UNOC's policies and procedures.
- In charge of the development and implementation of Company-wide QHSE Policies, procedures, and initiatives.
- Establish the Company's QHSE Management System, implement and audit the System to achieve compliance with ISO 9001, ISO 14001, OHSAS 18001(ISO 45001), ISO/TS 16949, ISO 22000 and ISO/TS 29001.
- Advise and supervise the QHSE aspects of UNOC's upstream, midstream and downstream projects and operations to ensure compliance with the industry QHSE standards and best practices.
- Develop and maintain the Integrated business Management System to underpin QHSE and operating standards.
- Develop Business Continuity Plans for all Company services and participate in any tabletop or live exercises to test the plans.
- Oversee the training and capacity development of staff in QHSE aspects of UNOC projects to ensure awareness and understanding of QHSE standards and the relevance to business objectives.
- Advise UNOC on the proposals from Joint Venture Partners and clients relating to the QHSE aspects of wells, facilities engineering designs, constructions, and operations.
- Advise the Company on QHSE regulatory requirements and standards.
- Develop and maintain the Company QHSE risk register, implement the risks mitigation measure and escalating the risks where appropriate.
- Implement the Crisis Management Plan across the Company and ensure a robust line of escalation.
- Monitor, audit, and report on the Company QHSE performance and provide assurance to Management.
- Provide leadership to support the management of supply chains and compliance with QHSE standards through 'Point of Work Assessments', audit and review of operating practice and systems.
- Provide leadership in accident and incident reporting and lead the subsequent investigation process; provide trend analysis to Management to support and provide focus for driving positive behaviours and culture within the company.
- Supervise and mentor the staff in the QHSE Unit.
- Any other duties as may be assigned by the Supervisor.

QUALIFICATIONS, EXPERIENCE AND ATTRIBUTES

- Master's degree in environmental science, Environment Engineering, Engineering, Construction, chemical, or any other relevant master's degree.
- Bachelor's degree (Hons) in Environmental Science, Environment Engineering, chemical, manufacturing, construction, or any other relevant bachelor's degree.
- Minimum of ten (10) years of relevant experience out of which 5 should have been in a leadership/supervisory role.
- Possession of at least one relevant professional certification in health, safety, environment such as NEBOSH, IOSH, IEMA etc.
- Membership to at least one relevant professional body such as IOSH and IRSM.
- Knowledgeable in ISO 9001, ISO 14001, OSHA 18001, ISO/TS 16949, ISO 22000 and ISO/TS 29001 standards and HSE management systems is highly preferred.
- High level of integrity, proven track record and experience in managing QHSE of petroleum industry projects.
- Ability to work independently, but also work effectively within a multi-disciplinary team environment.
- Strong leadership and problem-solving skills.



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THE UGANDA NATIONAL OIL COMPANY LIMITED (UNOC) IS RECRUITING:

JOB TITLE: HEALTH AND SAFETY SPECIALIST
REPORTS TO: HEALTH AND SAFETY MANAGER
JOB PURPOSE: TO DEVELOP AND IMPLEMENT HEALTH SAFETY AND ENVIRONMENT ACTIVITIES IN LINE WITH COMPANY OBJECTIVES.

ESSENTIAL SKILLS

1. Take lead in the coordinating, and implementing of effective health & safety policies, guidelines, and procedures to ensure that the company's objectives are met.
2. Offer technical support to Projects and Operations teams in all aspects of occupational health, and safety.
3. Participate in the development and implementation of Company-wide HSE initiatives
4. Ensure Health and Safety compliance and perform regular Health and Safety audits in the areas of operation.
5. Participate in HSE regulatory requirements and standards
6. Provide support in developing HSE project specific plans that comply with Company policies and procedures
7. Keenly track and provide regular HSE performance reporting and manage Safety Statistic reporting for the company
8. Guide UNOC on regulatory requirements and be a liaison with the health & safety regulatory bodies
9. Attend Joint Venture Partner planning and client meetings as required on HSE related matters.
10. Provide HSE aspects of Company Bid Submissions as requested
11. Ensure training, toolbox meetings, and drills are implemented as part of the company's operational training and HSE program, Conduct HSE trainings and orientation to all new employees.
12. Investigate and complete the process for close out of all Accident Investigation Reports and prepare/submit lessons learned
13. Ensure all worksites are HSE compliant with Company policies and safety standards.
14. Any other duties as may be assigned.

QUALIFICATIONS, EXPERIENCE AND ATTRIBUTES

- a) Bachelor's degree (Hons) in Biological or Physical sciences, HSE, Environmental Science, Engineering with specialization in QHSE or any other relevant degree
- b) Possession of NEBOSH ICG or IOGC certification in health and safety is highly preferred.
- c) Knowledgeable in ISO 9001, ISO 45001 and HSE management systems is highly preferred.
- d) Membership to a relevant professional body is added advantage.
- e) Minimum of six (6) years' experience.
- f) Any other certification in HSE will be an added advantage.
- g) Strong communication, quantitative skills, and detail oriented.
- h) Ability to work in a dynamic, evolving, energetic, fast-paced work environment.
- i) Ability to work well under pressure, handling multiple demands.

NATIONAL PIPELINE COMPANY

JOB TITLE: TERMINALS DEVELOPMENT AND OPERATIONS SPECIALIST
REPORTS TO: TERMINALS DEVELOPMENT AND OPERATIONS MANAGER
JOB PURPOSE: TO PROVIDE TECHNICAL SUPPORT AND SUPERVISION IN THE DESIGN, CONSTRUCTION, MAINTANANCE AND OPERATIONS OF PETROLEUM PRODUCTS TERMINALS

ESSENTIAL DUTIES

1. Participate in defining specifications for petroleum products to be stored and distributed.
2. Prepare and implement quality control measures to ensure efficient receipt and issuance of quality petroleum products.
3. Prepare and implement maintenance plans and schedules for all terminals where UNOC is involved.
4. Participate in the planning and development of terminals in liaison with relevant stakeholders.
5. Identify and engage with potential partners and stakeholders for terminals development and operations and propose strategies for meeting their requirements.
6. Attend to stakeholder requirements and inquiries under terminals development and operations.
7. Carry out relevant research and analysis for technological or process improvements to inform terminals development and operations of petroleum products.
8. Participate in the development and implementation of marketing strategies including promotions and new products' development initiatives.
9. Review of terminals reports on petroleum products stock movements and put in place measures to tame and minimize product losses in terminals operations.
10. Provide supervision to ensure compliance with QHSSE procedures in the terminals development, maintenance, and operations and propose measures for continuous improvement.
11. Any other duties as may be assigned.

QUALIFICATIONS, EXPERIENCE AND ATTRIBUTES

- a) Bachelor's degree (Hons) in Mechanical Engineering, Industrial Engineering, or any other related technical degree.
- b) A minimum of six (6) years relevant working experience in either development, management, or operations of petroleum products terminals.
- c) Working knowledge of API 650 and API 650 is an added advantage.
- d) Experience using AutoCAD and proficiency with MS Excel.
- e) Additional training in Health, Safety and Environment is an added advantage.
- f) Strong communication, quantitative skills, and detail oriented.
- g) Ability to work in a dynamic, evolving, energetic, fast-paced work environment.
- h) Ability to work well under pressure, handling multiple demands.
- i) Good stakeholder management skills.



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THE UGANDA NATIONAL OIL COMPANY LIMITED (UNOC) IS RECRUITING:

JOB TITLE: PROJECT OFFICER-TERMINALS
REPORTS TO: TERMINALS DEVELOPMENT & OPERATIONS SPECIALIST
JOB PURPOSE: RESPONSIBLE FOR IMPLEMENTING ACTIVITIES IN THE DELIVERY PROCESS FOR PETROLEUM TERMINALS AND RELATED SERVICES, FROM PROJECT INCEPTION THROUGH CONSTRUCTION TO COMMISSIONING AND OPERATIONS.

ESSENTIAL DUTIES

1. Participate in the planning, designing, construction and operation of petroleum storage and distribution terminals and related facilities.
2. Carry out site supervision activities in the construction of petroleum terminals.
3. Ensure compliance to standards and QHSE requirements through the project delivery process.
4. Participate in the development of standard operating procedures (SOPs) for the development and operation of petroleum Terminals and related facilities.
5. Collect data and carry out research in the development and operation of petroleum terminals
6. Monitor contracts for the development and operation of petroleum infrastructure and related activities.
7. Maintain records regarding terminals development and operation processes and QHSE performance.
8. Perform any other duties as may be assigned from time to time by the supervisor.

QUALIFICATIONS AND ATTRIBUTES

- a) A bachelor's degree (Hons) in Mechanical Engineering or other relevant degree from an internationally recognized University.
- b) At least five (5) years relevant working experience.
- c) Familiar with either of design, design reviews, cost control, logistics processes, contracting, or development of infrastructure projects.
- d) Demonstrable orientation to continuous learning, innovation, and teamwork.

LEGAL AND CORPORATE AFFAIRS OFFICER

JOB TITLE: MANAGER BOARD AFFAIRS & ADVISORY SERVICES
REPORTS TO: CHIEF LEGAL & CORPORATE AFFAIRS OFFICER/COMPANY SECRETARY
JOB PURPOSE: TO SUPPORT THE COMPANY SECRETARY IN ENSURING THAT THE COMPANY COMPLIES WITH ALL REGULATORY AND BEST CORPORATE GOVERNANCE REQUIREMENTS.

ESSENTIAL DUTIES

1. Support the Company Secretary in the management of all Board and Shareholder matters and secretarial services.
2. Assist in overseeing the smooth operation of Board and Annual general meetings.
3. Support the Company Secretary in providing advisory services to UNOC and all its subsidiaries on all corporate governance and other relevant matters.
4. Support the Company Secretary to ensure timely preparation and distribution of Board and Committee meeting packs to directors and committee members.
5. Support the Company Secretary ensuring timely production and distribution of Board and Committee minutes, matters arising and ensuring that all matters arising therefrom are implemented.
6. Support the Company Secretary in ensuring that the company and its subsidiaries adhere to good corporate governance requirements.
7. Support the Company Secretary in ensuring proper custody of the Company's legal documents.
8. Assist the Company Secretary in responding to inquiries from the Board with respect to matters relating to governance and company secretarial work.
9. Support the Company Secretary in the implementation of the Corporate Governance Code.
10. Assist the Company Secretary to provide reports on a regular basis and as requested to keep the Board and Management informed of the operations and progress on compliance with good corporate governance principles.
11. Support the Company Secretary in ensuring compliance with all statutory and regulatory requirements as contained in the Companies Act.
12. Assist the Company Secretary in ensuring the Company is compliant with existing Board directives, policies, and procedures.
13. Assist with the maintenance of statutory records and registers.
14. Assist with preparation of Annual reports and statutory returns applicable within the function.
15. Assist the Company Secretary in monitoring and mitigating governance risks as set out in the Company's risk management framework.
16. Supervise, mentor, develop and appraise staff in your section in line with company policies.

QUALIFICATIONS, EXPERIENCE & ATTRIBUTES

- a) A relevant master's degree.
- b) An honours bachelor's degree in law (LLB).
- c) Possession of Postgraduate Diploma in Legal Practice
- d) Must be a member of the Institute of Chartered Secretaries & Administrators
- e) Must be Enrolled advocate with a valid practising license.
- f) Must have at least 8 (eight) years' experience in a busy corporate entity of high repute of which 3 must be at a supervisory level.
- g) Demonstrated experience in dealing with Board matters and in providing advisory services in a large corporate entity.
- h) Must be able to multi-task.
- i) Must be able to understand the organization and context of the organization.
- j) Must have excellent organizational and planning skills.
- k) Must have an eye for detail ensuring accuracy of all Board and Shareholder records.
- l) Must have excellent communication skills.
- m) Must have excellent writing skills.
- n) Must have a mature demeanour with ability to make sound judgement.



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THE UGANDA NATIONAL OIL COMPANY LIMITED (UNOC) IS RECRUITING:

UGANDA REFINERY HOLDING COMPANY

JOB TITLE: HEAD REFINERY DEVELOPMENT (1 VACANCY)-RE-ADVERTISED
REPORTS TO: GENERAL MANAGER
JOB PURPOSE: TO DIRECT REFINERY TECHNOLOGY, ENGINEERING, AND PROJECT DEVELOPMENTS.

ESSENTIAL DUTIES

1. Review and provide input in all key FEED documents for the refinery project.
2. Assure HSE compliance during design, Engineering, Procurement and Construction (EPC) and operations.
3. Ensure compliance with the company's engineering codes and standards – international and local.
4. Participate in the negotiation of key refinery agreements including but not limited to the Implementation Agreement, Crude Oil Supply Agreement, Product Offtake Agreements, Shareholder Agreements and EPC Agreements.
5. Implement UNOC's National Content plan in project execution.
6. Define and monitor Key Performance Indicators for Refinery and Engineering operations.
7. Direct facility budgeting, revenue, and cost reporting, as well as audits.
8. Identify, develop, and implement business process systems, including project execution procedures.
9. Prepare and maintain the risk management framework for the Refinery operations.
10. Ensure regulatory approval of all facilities and operations, as appropriate.
11. Manage Stakeholder engagements – local communities, cultural institutions, GoU Ministries, Department and Agencies, International Oil Companies, Investors, the public.
12. Identify business development and investment opportunities for URHC - Petrochemicals, industrial gases, and fertilizers.
13. Ensure proper interface management with EACOP, multiproduct pipeline, Upstream, EACOP, Kampala Storage Terminal (KST), Airport, Petrochemicals and Industrial Gases, Fertilizers, among others.
14. Provide leadership and mentorship to the refinery and engineering team.
15. Any other duties as may be assigned.

QUALIFICATIONS, EXPERIENCE & ATTRIBUTES

- a) Master's degree in engineering, or Business Administration or other relevant Master's degree.
- b) Bachelor's degree (Honours) in Chemical, Civil, Electrical or Mechanical Engineering, Applied Science or other relevant Bachelor's degree.
- c) A post graduate qualification in project management would be an added advantage.
- d) A minimum of 10 years' experience in (a) oil and gas corporate entity(ies) of high repute, at least five years of which should be at a mid-level leadership position.
- e) A minimum of five (5) years' experience in the context of refinery or petrochemical operations or refinery or petrochemical EPC is mandatory.
- f) Possess excellent leadership and team building skills.
- g) Exceptionally strong analytical skills, having the ability to analyse, refine, summarize, and clearly present data and information.
- h) Ability to design suitable business processes to assure sustainable operations.
- i) Possession of excellent judgement and integrity.
- j) Strategic and tactical thinker.
- k) High degree of professionalism and maintenance of confidentiality.
- l) Be commercially astute and possess sound negotiation skills.
- m) Stakeholder management and institutional building skills will be vital in working with leaders in government, investors, and partners.
- n) Excellent communication and personnel management skills.