OPPORTUNITY PROFILE

Vice President, Fabrication & Modularization
The Organization – Strike Energy

Founded in 2004, Strike is a leading oilfield services and construction company based in Calgary, Alberta and servicing the oil and gas industry in Western Canada. Currently 41+ employee-shareholders and over 1300 employees in multiple locations from northeast British Columbia to central Saskatchewan provide services to a "who's who" list of energy clients. Strike offers four distinct product lines including:

- **Projects Group**: focuses on module installation and related site works including pad construction of oil and gas processing facilities including Steam Assisted Gravity Drainage (SAGD) production facilities. Typical project value range of $5.0 M to $50.0 M.

- **Production Services Group**: provides general oilfield contracting services to customers through a branch office network. Strike performs complete pipeline installations through our pipeline construction group including flow lines, gathering systems and well pads and facility construction including oil treatment and gas processing facilities. Typical project value range of $100,000 to $5.0 M.

- **Electrical and Instrumentation Group**: compliments construction solutions by implementing electrical construction and maintenance, wiring for skids and control panel fabrication, power distribution, heat tracing and field commissioning as well as pneumatic and electric controls, burner controls, fire and gas detection, control system installations and maintenance. Typical project value range of $50,000 to $10.0 M.

- **Fabrication and Modularization Group**: utilizing nearly 80 acres of modular construction yard space in four strategic locations including Crossfield Yard #1 (16 acres), Crossfield Yard #2 (5 acres), Bonnyville (40 acres) and Balzac (20 acres). The primary fabrication facility is also located in Crossfield with 18,000 sq.ft. of fabrication handling pipe diameters from ½” to 60”. Strike has additional fabrication capacity in several of the Production Services Group facilities including Bonnyville and Whitecourt.

Through these locations Strike provides modular construction services to the energy industry including structural steel fabrication, erection and assembly of pipe and equipment modules for thermal and SAGD production facilities in the heavy oil sector. Strike’s four modular construction yards, experienced staff and established processes are supported by three fabrication facilities and nearly 40,000 square feet of facility space to provide steel and pipe fabrication support and build and supply carbon steel, stainless and alloy piping up to 60" in diameter. Strike can complete small vessel fabrication as well as structural steel including modules, skids and platforms. In addition, Strike’s Major Facility Projects Group can perform the related field installation services for completed modules. Three fabrication centers build and supply carbon steel, stainless and alloy piping up to 60" in diameter. Strike can complete small vessel fabrication as well as structural steel including modules, skids and platforms.

For more information on the Strike Energy please visit [www.strikeenergy.com](http://www.strikeenergy.com)
The Position: Vice President, Fabrication & Modularization

The Vice President, Fabrication & Modularization reports to the Chief Operating Officer. This position is responsible to continue the successful growth of Strike’s Fab and Mod business in western Canada which includes fabrication facilities, mod yards and assembly operations at Crossfield and Balzac (other facilities are currently under the direction of the Production Services Group). This role participates as a key member of the executive management team, and as such, will participate in the development of the strategic plan for this business unit and will be accountable for the delivery of the Fab and Mod business objectives while supporting Strike’s corporate business objectives. The Vice President Fabrication and Modularization will set the “tone” for this business unit while ensuring its health, sustainability and growth. This role will have responsibility for the entire Fab and Mod P&L, providing strong leadership and direction to the Fabrication & Modularization business unit, maintaining a strong emphasis on profitability and meeting internal and external customer deliverable requirements.

Currently reporting directly to this role is the Director of Fabrication and Modularization and the Director of Infrastructure. Currently, due to the volume of projects underway, there are approximately 100 employees employed in this business unit but headcount can range anywhere from 150 – 400 craft depending on the projects.

Ensuring the health and safety of their employees, contractors, the general public and protecting the environment is at the core of the 'Strike Group Values' and ultimately underpins the success of their organization. First and foremost, the Vice President, Fabrication & Modularization must have an uncompromising dedication to safety.

Key Duties & Responsibilities:

The Vice President Fabrication and Modularization will focus on 4 key areas including Strategic Management, Operational Management, Business Development and Human Resource Management.

Strategic Management:

- Participate in the development of the firm’s strategic direction and planning process, provide leadership for the implementation of assigned strategic initiatives. First priority amongst these initiatives is our Safety Performance.
- Participate in the development of the annual corporate business plan and lead in the development of the business plan and operating budgets for the Fabrication & Modularization business unit.
- Participate in a variety of daily, weekly, monthly and quarterly meetings of the senior management team to review progress on the strategic and business plan initiatives.
- Stay abreast of current developments and trends in all relevant technical/professional knowledge areas, i.e. industry development, modularization techniques, fabrication equipment, new products, safety practices, emerging technologies with the objective of ascertaining new productivity or efficiency benefits.
- Prepare periodic or special reports as requested by the COO.
Operational Management:

- Emphasize & monitor safety performance and obligations in all Business Unit areas – personally review and report on all safety incidents or infractions to the COO. Provide leadership for the development of a “safety culture” for all shop and yard activities.
- Provide day to day direction, guidance and counsel for the Fabrication & Modularization Directors in the accomplishment of their strategic and operational goals & objectives and motivate key direct reports to achieve and exceed, in order of priority, safety, quality, productivity, and cost management objectives.
- Regularly review operating results in the Fabrication & Modularization business unit, compare them to established objectives, and initiate appropriate & timely measures to correct unsatisfactory results.
- Participate in regular Department meetings with Director’s teams to provide business guidance to bid evaluations, capital expenditures, business development activities, problem solving, planning input, productivity improvements, safety issues, shop utilization, etc.
- Review all Project Contracts / scope of work / specifications / schedule / cost estimates during bid preparation and assist Directors and Mod Yard Managers in the formulation of an execution strategy for each project.
- Participate in internal project hand-off meetings between estimating staff and the operations’ execution team. The hand-off meetings typically involve procurement staff, project controls staff, fabrication staff and mod yard management staff.
- Initiate the process of seeking capital expenditure investment in Fabrication & Modularization and engage direct reports and other staff to assist in the preparation of capital requests and the executive approval process.
- Participate as a member of the senior management team and seek to build collaborative relationships with all other members of the management team to facilitate orderly operation of the overall business.

Business Development:

- Participate in business development meetings and presentations as requested to provide technical input and Fabrication & Modularization methodology explanations to reinforce Strike’s capabilities and experience for prospective clients.
- Provide early stage technical review of bid requests and tender invitations to assist Business Development with identifying the best opportunities for Strike’s capabilities and
- Assist Business Development Managers with drafting Expressions Of Interest when so requested by prospective clients.
- Actively support and participate in assisting Business Development Managers with securing Supplier of Choice and Master Service Agreements with existing and prospective clients.
- Provide assistance to estimating staff during bid or budget pricing preparation to confirm costs / productivity and schedules are reflective of the scope of work and Strike’s Fabrication & Modularization capabilities.
• In conjunction with the Director, Business Development, establish and maintain relationships with senior individuals in key client organizations to ensure ready access to feedback on how Strike is delivering services and to identify client concerns and opportunity for expansion of Strike services.

**Human Resources Management:**
• Direct the interviewing/selection process for Fabrication & Modularization Department Directors and all direct reports.
• Lead and participate in the orientation, training and mentoring for all new Fabrication & Modularization Department Directors and Managers.
• Ensure that a succession plan is in place (in conjunction with the Director, HR) for key positions in the Fabrication & Modularization Department.
• Support and develop the competencies & skills of direct reports.
• Provide bi-annual written & verbal performance reviews/evaluations and conduct performance reviews for all direct reports. Solicit input from COO and senior management prior to conducting performance reviews and delivering evaluations.
• Review and approve written performance evaluations for the immediate subordinates of direct reports, prior to the review being delivered.
• With the guidance of Strike’s Delegation of Authority Policy and the COO, review with the COO and obtain approval of all promotions to levels of immediate subordinates for direct reports, in conjunction with Vice President, Corporate Services and Director, HR & Payroll.
• Through consultation with the COO, identify and initiate a management development plan for direct reports – including formal learning, acting appointments, skill development, and individual coaching.
• Ensure the corporate values / standards of business conduct / human resource philosophy is understood, embraced and implemented throughout the Department; and personally demonstrate them in daily interactions and relationships.

**Education and Experience:**
The ideal candidate will have the following knowledge, qualifications and experience:

• P. Eng. in mechanical engineering or business related degree is preferred.
• Minimum of 15 years’ experience within the heavy industrial construction or oil and gas industry, at least 5 of which is in a senior leadership role with direct responsibility and oversight for a significant fabrication and/or modularization and/or manufacturing business.
The Individual

KEY SUCCESS FACTORS

❖ **Leadership Skills** - You have a strong participative style and are an advocate of open, honest and consistent behavior in the workplace. You have high ethical standards and an uncompromising sense of integrity. You have the ability to motivate yourself and others and have high personal expectations for performance. You can challenge when necessary and be assertive with solutions from colleagues and staff.

❖ **A Professional** - You are a respected professional with excellent problem solving skills and an uncompromising orientation to safety and customer service. You have outstanding communication and interpersonal skills combined with a results oriented business approach. You are a good negotiator and comfortable with “the numbers” and reading financial reports and statements. You are comfortable with ambiguity, change and an evolving culture.

❖ **Self-Confident/Positive** - You have confidence in your skills and abilities as a leader, are willing to stand against tough opposition on principle, yet know when to adjust, adapt and be flexible as new information surfaces. You can demonstrate a positive attitude often in the face of opposition and/or criticism. You possess the resiliency to persist in the face of adversity and “bounce back” from setbacks.

❖ **Communication Skills** - You have strong presentation skills, are an active listener, and have a clear concise writing style. You have ability to present information and ideas to diverse business groups and to relate fairly and equitably to what may be competing demands.

❖ **Management Influence** - You can recognize and integrate business priorities and changes to approaches, and show common sense and intuitive judgment abilities and make sound decisions. You can rally the team and unite them in a common goal.

❖ **Executive Change Leader** – You have the ability to develop a vision for change and to champion the achievement of that vision.

Compensation

An attractive compensation package is provided and will be discussed in a personal interview.
FOR FURTHER INFORMATION, PLEASE CONTACT:

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