

JOB DESCRIPTION

POSITION: SENIOR ENVIRONMENTAL & REGULATORY SPECIALIST

Greenfire seeks an experienced and motivated Senior Specialist to join our Sustainability team. This position will oversee the management of major regulatory applications and associated compliance programs, ensuring alignment with Alberta's environmental and regulatory frameworks. Reporting to the **Vice President, Sustainability**, the successful candidate will lead major application submissions, manage environmental programs, and contribute to sustainability and efficiency initiatives for Greenfire's SAGD oil sands operations in Alberta.

KEY RESPONSIBILITIES

Regulatory Applications and Approvals

- Lead and manage major regulatory applications and amendments, including:
 - Directive 023 & EPEA application, including Environmental Impact Assessments (EIAs)
 - Directive 065 applications for disposal & enhanced recovery.
 - Water Act Applications, ensuring sustainable and adequate water use
 - Rule 007 related to cogeneration equipment and facilities
- Leverage existing relationships to liaise and collaborate with regulatory agencies to ensure the efficient and effective development and review of regulatory submissions.
- Develop schedules and ensure timely submission of regulatory applications, supporting long-term project approvals.
- Provide expert regulatory advice to leadership and project teams and develop strategies to meet operational and compliance requirements that align with corporate objectives.
- Ensure detailed and up-to-date knowledge of regulatory requirements related to oil sands development to coordinate internal processes that can adapt to regulatory and policy changes and ensure seamless integration.
- Facilitate internal mentorship related to environmental and regulatory practices.

Greenhouse Gas (GHG) Emissions Management

- Lead the development and coordination of GHG emission requirements under Alberta's Technology Innovation and Emissions Reduction (TIER) system.
- Monitor and report emissions data to ensure compliance with regulatory thresholds and manage third-party verifications.
- Develop strategies to reduce GHG emissions and contribute to the company's sustainability goals.
- Ensure detailed and up-to-date knowledge of the GHG landscape at the Provincial and Federal level.

Environmental Program Management

- Oversee and coordinate environmental programs outlined within specific EPEA approvals for large oil sands projects, including:
 - Reclamation programs, ensuring alignment with long-term land use objectives.
 - Soil management initiatives & groundwater monitoring and protection programs.
 - Other programs as required (wildlife, air, etc.)
- Provide strategic guidance on program execution, timelines, and deliverables.
- Support the review of existing environmental programs to identify opportunities for process efficiencies and cost-saving measures without compromising compliance or sustainability.
- Monitor compliance with approval conditions and proactively address potential risks.
- Recommend and implement improvements to align with best practices and industry trends.

The above list is not all-inclusive. The candidate may be asked to perform other duties and have additional responsibilities as required. Note: occasional out-of-town travel will be required.

REQUIRED EXPERIENCE AND SKILL SET:

- Minimum of 15 years of experience in regulatory affairs, environmental management, or related roles in the oil sands sector.
- A professional designation in environmental science, engineering, or a related field is preferred.
- Strong knowledge of Alberta's regulatory landscape, including AER, EPA, & AUC rules and regulations.
- Proven and demonstrated ability to manage complex and large-scale regulatory submissions and interface with government agencies.
- Experience with regulatory and environmental compliance, including the management of oil sands related field programs.
- Excellent written communication, organizational, and problem-solving skills, with strong attention to detail and professionalism.
- Ability to foster collaboration in dynamic environments.

CORE COMPETENCIES:

- **Personal Leadership:** Demonstrates self-awareness and a commitment to continuous personal and professional growth, enhancing leadership effectiveness.
- **People and Culture Development:** Invests in the growth and development of individuals and teams while fostering Greenfire's culture and upholding its values.
- **Collaboration:** Builds strong, trusting relationships across the organization by modelling and promoting effective teamwork and communication.
- **Business Excellence:** Applies innovative thinking, strategic insight, and financial acumen to drive operational efficiency and ensure long-term business success.



- **Vision and Strategy:** Develop and execute strategies aligned with Greenfire’s mission to support immediate objectives and sustainable, long-term growth.

Why Greenfire?

Greenfire Resources is a recognized oil sand sector leader known for driving innovation and operational excellence. We focus on developing and operating sustainable projects that deliver long-term value for our stakeholders while respecting the environment. Greenfire is committed to fostering an environment where talented professionals can thrive, advance their careers, and contribute to a company shaping a more sustainable future for Alberta’s oil sands. If you are passionate about regulatory excellence, environmental stewardship, and creating innovative solutions, we want you on our team.

*** Compensation commensurate with experience ***

Greenfire expressly reserves the right to change, modify or delete portions of this Job Description based on business needs.