



Internal/External Job Posting

Job Number: 005696

Closing Date: December 4, 2020

Resumes received in our office after the closing date will not be considered.

Position Title:	Vice President - Operations & Maintenance
Salary Band:	Z
Range:	DOE (Salary based on experience, qualifications and attributes.)
Work Location & Schedule:	Anchorage, Alaska This is an exempt level position that works an urban 40-hour week or compressed work week 9/80 schedule. Relocation benefits may apply.
Number of Positions:	One (1)

Reporting to the President, the Vice President, Operations and Maintenance is an executive-level corporate position supporting the overall reliable, safe, and efficient operation and maintenance, to include emergency preparedness and response for the Trans-Alaska Pipeline System (TAPS). The incumbent of this position will serve as a member of the President's executive team and will work closely with other members of the executive team. Responsibilities include oversight and direction of TAPS Operations & Maintenance, including Pipeline and Right of Way, Valdez Marine Terminal, SERVS and Oil Movements. This role manages an annual budget over \$250 million and more than 400 employees. This role is expected to play a significant company-level executive leadership role relative to developing and executing Alyeska Pipeline Service Company's fundamental business strategy. This role reports directly to the President.

Duties and Responsibilities:

- Provides vision and leads the organization in achieving a safe and high-performing business;
- Serves as a positive change leader; improves current processes and coordinate organizational procedures for optimized efficiency and productivity;
- Builds a strong safety-focused culture while driving towards a working environment of personal accountability, proactive decision making, and urgency in driving towards results;
- Act as a key thought leader, brainstorming & identifying solutions to challenges regarding policy, strategy, advocacy and operational matters;
- Leads maintenance and operations for the Pipeline, ROW, Valdez Marine Terminal and SERVS; leads the system-wide operations for transportation of oil from production receipts at PS01 through the Valdez Marine Terminal berths. Provides oversight of measurement, scheduling, supervisory control and data acquisition (SCADA), Operations Control Center (OCC), Oil Movements and Analytical Lab functions;
- Sets goals, monitors work, and evaluates results to ensure organizational objectives and operating requirements are met or exceeded;
- Oversees emergency preparedness and response policies/practices. Ensures regulatory requirements are met;
- Regular interface with other APSC Executives and Owner companies regarding operations and oil movements strategies and facilities configurations;
- Ensures the efficient movement of oil while ensuring compliance with regulatory & TAPS Operating Agreement requirements and common carrier obligations;
- Works to establish corporate policy and governance. Establishes framework for company business processes, including internal assurance;
- Ensures professional and appropriate interactions with both internal/external stakeholders. Frequent communication with owners/and owner alternates; and
- Builds and develops relationships with all employees for increased efficiency and effective responsiveness into existing operations and help to define new operational strategies.



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Qualifications:

The ideal candidate for the role will be an authentic people leader with a progressive career in the energy sector as exhibited by increasing operations responsibility across more than one company. S/he will have a track record of not only doing strategic, conceptual thinking, with a long-term view, but will also have a track record of influencing leadership teams to accept and execute those strategies. S/he will be an enthusiastic, safety focused leader with a humble, mature personality.

The successful candidate must have knowledge of emergency preparedness and response and the functions associated with an Incident Command System (ICS), experience working in Alaska/Arctic environment, and demonstrated superior leadership skills. The individual will also have the proven ability to lead positive change with continuous improvement, have exceptional interpersonal and proven negotiating and coaching skills, superior risk-informed decision-making ability, and superior written and verbal communication skills. Extensive experience and demonstrated success in leading complex maintenance and operations across a diverse workforce is also a requirement.

In addition, the ideal candidate will have:

- Degreed in Engineering or related technical/scientific field;
- Minimum of 10 years of progressively senior operations, engineering, and maintenance experience in the broader energy value chain such as oil & gas, pipelines, terminal operations, or refining / petrochemicals;
- Experience operating in "Arctic" or cold weather climates would be highly beneficial;
- Experience in operational excellence and continuous improvements concepts with a track record of driving positive change and improvements in a large-scale operated asset;
- Strong analytical skills; able to deconstruct complex operational issues into clear and actionable decisions or direction;
- Experience in digitization, digital programs, and/or "smart" pipeline or manufacturing initiatives would be highly desirable;
- Demonstrated skills in change leadership, disruption, and innovation will be highly desired as well as strong interpersonal communication and organizational management skilled are required;
- Strong communication skills with the ability to influence people. Comfortable "standing up in front of the troops" at the field level or communicating and presenting in the boardroom at the executive level or with the President;
- Proven ability to independently identify strategic areas of opportunity, collect data, assess results, draw valid conclusions and present alternative solutions;
- Excellent ability to think and act both strategically and tactically; a decision-maker and problem-solver with sound judgment;
- Superior ability to build collegial relationships and collaborate with senior leadership, peers, and staff at all levels; and
- Ability to have a thorough understanding of organizational structure with direct experience in affecting systemic change.



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Leadership Competencies for Success:

Beyond the requirements described above, the ideal candidate will have demonstrated the following leadership competencies for success:

Setting Strategy:

- The ability to create and articulate an inspiring vision for the organization, not only for the areas s/he is directly responsible for, but the enterprise as a whole
- The inclination to seek and analyze data from a variety of sources to support decisions and to align others with the organization's overall strategy
- An entrepreneurial and creative approach to developing new, innovative ideas that will stretch the organization and push the boundaries within the industry
- The ability to effectively balance the desire/need for broad change with an understanding of how much change the organization is capable of handling, to create realistic goals and implementation plans that are achievable and successful

Executing for Results:

- The ability to set clear and challenging goals while committing the organization to improved performance; tenacious and accountable in driving results
- Comfortable with ambiguity and uncertainty; the ability to adapt nimbly and lead others through complex situations
- A risk-taker who seeks data and input from others to foresee possible threats or unintended circumstances from decisions; someone who takes smart risks
- A leader who is viewed by others as having a high degree of integrity and forethought in his/her approach to making decisions; the ability to act in a transparent and consistent manner while always considering what is best for the organization

Leading Teams

- The ability to attract and recruit top talent, motivate the team, delegate effectively, celebrate diversity within the team, and manage performance; widely viewed as a strong developer of others
- The ability to persevere in the face of challenges, and exhibit a steadfast resolve and relentless commitment to higher standards, which commands respect from followers
- A leader who is self-reflective and aware of his/her own limitations; leads by example and drives the organization's performance with an attitude of continuous improvement by being open to feedback and self-improvement

Relationships and Influence

- Naturally connects and builds strong relationships with others, demonstrating strong emotional intelligence and an ability to communicate clearly and persuasively
- An ability to inspire trust and followership in others through compelling influence, powerful charisma, passion in his/her beliefs, and active drive
- Encourages others to share the spotlight and visibly celebrates and supports the success of the team
- Creates a sense of purpose/meaning for the team that generates followership beyond his/her own personality and engages others to the greater purpose for the organization as a whole



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Minimum Qualifications

To be considered for this position:

- Demonstrated superior leadership outcomes in the areas of leading self, leading others, and leading an organization
- Proven ability to drive positive change with continuous improvement
- Proven ability to create and sustain effective teams across multiple disciplines
- Exceptional interpersonal, and proven negotiating, and coaching skills
- Superior risk-informed decision-making ability in complex environments
- Superior written and verbal communication skills
- Proven track record of successful, innovative leadership and delivery of performance results in complex operations, maintenance, or engineering activities
- Extensive experience and proven leadership in leading complex maintenance, operations, and project activities
- Demonstrated ability to successfully deliver disciplined operations and strong financial outcomes in a complex organization
- Demonstrated success in managing budgets greater than \$100 million
- Demonstrated success in leading a diverse workforce in a large organization with employees and contractors representing a variety of professional and technical disciplines
- Knowledge of Alaska-specific energy industry issues/concerns and Trans Alaska Pipeline System (TAPS) operations

Education & Years of Experience

- Ten (10) or more years of progressively responsible experience with a proven record of accomplishment in the oil & gas industry, pipelines, or terminal operations
- Bachelor's degree in engineering or related technical/scientific field*

**Relevant operations, maintenance, and technical experience may be considered in lieu of the educational requirement.*

Preferences

- Advanced degree in Engineering, Business Administration, or a related field
- Fifteen (15) or more years of experience in oil & gas industry, pipelines, or terminal operations
- Proven ability to effectively manage internal/external stakeholder interactions
- Knowledge of emergency preparedness and response and the functions associated with an Incident Command System (ICS)
- Experience working in Alaska/Arctic Environment



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Pre-Employment Drug Screen Testing

- Alyeska Pipeline Service Company (APSC) requires pre-employment drug testing utilizing hair test collections for all positions. The preferred collection site is from the head (approximately 1/2 inch of hair length necessary). Head hair testing provides an approximate 90-day window of detection that checks for drug use. In addition, for Department of Transportation covered positions, APSC will also utilize urinalysis testing. Any positive drug test makes you ineligible for APSC employment.
- It is important to note that APSC does not seek or accept any genetic information as part of the hair testing procedure or any other process that could directly or inadvertently provide genetic information (family medical history).

Employment Verification using E-Verify

- Federal Law requires all employers to verify identity and employment eligibility of all persons hired to work in the United States. Alyeska Pipeline Service Company participates in E-Verify.
- E-Verify is an Internet-based system that compares information from an employee's Form I-9, Employment Eligibility Verification, to data from U.S Department of Homeland Security and Social Security Administration records to confirm employment eligibility. <http://www.dhs.gov/e-verify>

TWIC

- The Alyeska Valdez Marine Terminal (VMT) is a regulated facility, and the employee hired to work on the VMT or to provide emergency support or other approved work for the VMT will be required to have a Transportation Worker Identification Credential (TWIC). For more information about this Federal credential access the Web site listed below. The successful candidate for this job will be notified if a TWIC will be required and will then be responsible for enrolling and obtaining a TWIC prior to their hire date.
- http://www.tsa.gov/what_we_do/layers/twic/index.shtm

Recruiting Contact

Mark Perkins
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**ALYESKA PIPELINE SERVICE COMPANY IS AN EQUAL OPPORTUNITY
EMPLOYER THAT VALUES WORKPLACE DIVERSITY.
*Alyeska Pipeline is a drug-free and alcohol-free workplace.***