



ROLE DEFINITION

NOTE: THE "TAB" KEY WILL PROGRESS YOU THROUGH THE FIELDS

Title	Wells Team Leader.
Function (Location)	Drilling and Completion – (GOM).
Reports To	Wells Operations Manager
Summary	The Wells Team Leader(WTL) will be accountable for leading the rig operations team to deliver asset and GoM SPU Drilling, Completions and Interventions objective of upper quartile performance. The WTL will also lead Wells Team in the delivery of health, safety, security and environmental performance objectives. Coach, manage and lead team members and staff to achieve individual objectives and progress their career development.
Direct Reports	Well Site Leaders
Main Interfaces	D, C & I Engineering Teams D, C & I Ops Teams D, C & I Leadership Team Applicable GOM Resource, Operations, HSSE, Exploration, Human Resources and Finance Teams

Primary Accountabilities:

Accountabilities & Expectations, Critical Areas, HSSE, People, and Communication

<ul style="list-style-type: none"> ▪ Accountable for Wells HSSE performance by demonstrating visible commitment and leadership in all HSSE matters and assure delivery of Asset and SPU shared HSSE deliverables ▪ Accountable for leading the rig operations team to deliver the GoM SPU D&C objectives and the specific asset deliverables as they relate to Drilling, Completion and Intervention performance ▪ Ensure all drilling, completion and intervention operations comply with well program requirements. ▪ Ensure all D, C & I operations are conducted in compliance with BP HSSE/IM/CoW Standards and DWOP Engineering practices (ETPs and STPs)/SOPs, and all applicable government regulations and safety standards. ▪ Ensure incidents are investigated, the root cause is determined, and appropriate actions are taken to prevent reoccurrence. ▪ Establish clear team and individual roles and responsibilities and objectives, with appropriate business linkages to SPU and Wells objectives. Hold performance reviews for team members and provide supplemental feedback for staff assigned to and imbedded in the Wells team. ▪ Develop team members via annual career development conversations and PDPs, 	<ul style="list-style-type: none"> ▪ Demonstrate strong communication skills in apprising the Resource, SPU and Wells Leadership teams of ongoing operational and HSSE performance, and maintain effective communication across disciplines and with Contractors. ▪ Provide leadership in support of BP and Wells work processes including: BtB common Process, Completions Excellence, Continuous Improvement, CVP, Integrity Management, Learning and MOC processes. ▪ Provide assurance of well cost estimates for Capital allocation, FMs and well AFEs. ▪ Support the delivery of Drilling and Wells functional excellence regarding HSSE performance, improved capital efficiency and improved production from new wells. ▪ Promote the evaluation and implementation of appropriate new technology by the drilling, Completions and Subsea teams. ▪ Responsible for making Contractor and Vendor selection recommendations to the D&C Operations Manager. ▪ Responsible for managing Contractor and Service Industry performance and relationships while ensuring their technical integrity and performance standards are
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EXHIBIT # 1976

WIT: _____



ongoing coaching, provision of specific task knowledge, and recognition / appreciation.

- consistent with delivery of BtB objectives.
- Accountable for instilling a performance culture in the team and building continuous improvement into the team's deliverables – measured by operational and HSSE performance

REQUIRED AREAS OF CLARIFICATION

OUTSTANDING QUESTIONS

- Engineering support after removing operations engineering from Well Ops Team?
- New build rig / engineering support?
- Duty coverage for business travel, weekends and vacation?