

Job Title: Decommissioning Manager

Team: Energy Operations

Team Size: 7

Location: Aberdeen or London (Office based)

Reports To: Energy Operations Director

Team Purpose

- To ensure OEUK shape, respond and react to industry issues and opportunities in a strategic, informed, and effective way.
- We do this by implementing robust business planning processes which help deliver our strategies, informed, and guided by insight, data, and intelligence.
- Deliver market intelligence that differentiates OEUK as a trade association and provides leading insight across the energy industry.
- Support the work of OEUK in the spearheading and promotion of HSE and Operations support to the energy industry.
- Effectively inform stakeholders of industry asks, opportunities and challenges to help secure business and regulatory conditions which encourage investment into the UK energy system.
- Enhance our value offering to member companies through delivery of HSE and Operations support, championing the industry through numerous initiatives and value add campaigns.

Job Purpose:

To lead OEUK's decommissioning agenda and position the UK as a global centre of excellence in responsible, cost-effective decommissioning. The Decommissioning Manager will manage OEUK's decommissioning function, drive strategic policy engagement, and foster collaboration across industry, regulators, and government to ensure safe, compliant, and innovative decommissioning practices aligned with energy transition goals.

Budgetary Responsibilities: Yes

Line Management: 1 x Decommissioning Adviser

Stakeholders:

CEO / Teams / Colleagues / Forums / Networks / Working Groups /
Member companies / NSTA / DESNZ/ OPRED / OSPAR
Political (Ministers / MPs – EU / National / Devolved) / MEPs / MSPs / Other industry bodies e.g. NZTC, ETZ
/ Trade Associations – UK and International / External Consultancies / Professional Institutions / Academia /
Media / Other industries

Key Responsibilities –

Work both independently and collaboratively to achieve the following deliverables set by the Energy Operations Director.

Strategic Leadership & Industry Excellence

- Champion the UK's position as a global leader in decommissioning by working with the NSTA, DaRT, OPRED, and OEUK members.
- Promote responsible, cost-effective decommissioning practices that support the energy transition, including re-use, circular economy, and carbon efficiency.

Function Management & Governance

- Lead OEUK's decommissioning function, including oversight of:
 - Decommissioning Forum & Steering Committee
 - Decommissioning Operators Technical Group (DOTG)
 - Well Decommissioning Operators' Network (WDON)
 - Decommissioning North Seas Trade Association Collaboration
 - Decommissioning Task Finish Groups

Policy Development & Stakeholder Engagement

- Develop and advocate policies that support safe and compliant decommissioning across the UKCS.
- Engage with members, supply chain, and regulators to deliver OEUK's decommissioning strategy.
- Manage government consultations relevant to decommissioning on behalf of the UK industry.

Priority Setting & Initiative Management

- Identify and lead priority initiatives in decommissioning, ensuring alignment with energy transition objectives.
- Secure in-kind support from industry and actively manage cross-sectoral initiatives.

Supply Chain Resilience & Investment Enablement

- Enhance competitiveness and sustainability of the UK decommissioning supply chain.
- Work with stakeholders to encourage investment and ensure a diverse and resilient supply base.

Stakeholder Relations & Cross-Industry Collaboration

- Build and maintain high-quality relationships with key stakeholders including:
 - NSTA, OPRED, HSE, DESNZ
 - Industry trade associations (IOGP, etc)
 - Other sectors (e.g., nuclear, offshore wind) for cross-industry learning and collaboration.

Industry Representation & Events Delivery

- Represent OEUK and the UK decommissioning industry at key events.
- Lead delivery of OEUK's decommissioning events such as:
 - Annual Offshore Decommissioning Conference
 - Decommissioning Webinars

People Management & Leadership

- Demonstrate strong leadership and people management capabilities to inspire and guide the decommissioning team.
- Delegate responsibilities effectively, ensuring clarity of roles and accountability.
- Foster a collaborative and high-performance culture within the team.
- Oversee team development, identify training needs, and support professional growth.
- Conduct performance reviews and set clear objectives aligned with organisational goals.
- Maintain excellent communication to ensure transparency, resolve conflicts, and align the team with OEUK's strategic direction.

Key Account Management

- Maintain regular, proactive contact with member companies.
- Understand member priorities, address concerns, and align with OEUK's strategic objectives.

The following section outlines the knowledge, skills, competencies, and behaviours required for success in this role.

Subject Matter Expertise

Technical Authority

- Extensive expertise in **late-life and decommissioning** for **UK oil & gas** and **offshore wind** projects.
- Deep understanding of **UKCS decommissioning practices**, including regulatory obligations and industry standards.
- Rounded knowledge of the **UK energy landscape**, particularly the oil and gas sector and its transition to net zero.
- Familiarity with **cross-sector decommissioning** (e.g., nuclear, offshore wind) and principles of **re-use, circular economy, and carbon-efficient decommissioning**.

Strategic & Commercial Acumen

Business Leader

- Strong **commercial acumen** with the ability to assess and articulate the **economic and strategic implications** of decommissioning decisions.
- Sound **business judgement** and **analytical skills** to support policy development and strategic planning.
- Practical, solutions-driven approach to navigating complex industry challenges.
- Ability to identify and lead **priority initiatives** aligned with UK energy transition goals.

Stakeholder Engagement & Influence

Relationship Builder

- Proven ability to **engage with senior industry professionals**, including regulators (e.g., NSTA, OPRED), member organisations, and government bodies.
- Excellent **relationship management** skills, fostering collaboration across operators, contractors, and trade associations.
- Demonstrable experience of **presenting to Boards** and senior management within OEUK and member organisations.
- Skilled communicator and confident **public speaker**, capable of representing OEUK at high-profile events and consultations.

Leadership & Team Collaboration

Inclusive Leader

- Energy and ability to work **within and across teams**, facilitating effective decision-making and issue resolution.
- Experience in **mentoring junior team members**, promoting professional development and knowledge transfer.
- Effective **change facilitator** who thinks innovatively and adapts positively to challenges.
- Role model who demonstrates **high standards of ethics and professionalism**, aligned with OEUK's values.

Communication & Advocacy

Strategic Communicator

- Skilled in managing **media relations** and delivering clear, impactful messages to diverse audiences.
- Ability to communicate complex technical and policy issues in an accessible and persuasive manner.
- Confident in leading OEUK's **decommissioning events**, including the **Offshore Decommissioning Conference** and **Project Wash-up Webinars**.

Experience

Proven Professional

- **Experience** in the UK oil & gas or offshore energy sector, with a significant focus on **decommissioning**.
 - Experience working with **regulatory bodies** (e.g., NSTA, OPRED, HSE) and understanding of UKCS compliance frameworks.
 - Demonstrated success in **leading cross-industry initiatives**, managing stakeholder groups, and delivering strategic outcomes.
 - Experience in **public speaking, media engagement, and industry representation**.
-