



## JOB DESCRIPTION

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|--------------------------|-------------------------------|------------------------|-------------------------|
| <b>Position Title:</b>   | Manager, Business Development | <b>Position Type:</b>  | Exempt                  |
| <b>Department/Group:</b> | Business Development          | <b>Location:</b>       | Dallas, TX or London UK |
| <b>Reports To:</b>       | SVP, Chief Commercial Officer | <b>Direct Reports:</b> | 0                       |

### Company Description

Kosmos Energy is a leading deepwater exploration and production company focused on meeting the world’s growing demand for energy. We have diversified production, a world-class gas development, and value creation opportunities from exploration in the proven basins where we operate.

Our key assets include production offshore Ghana, Equatorial Guinea and U.S. Gulf of Mexico, as well as a world-class gas development offshore Mauritania and Senegal. We also maintain a sustainable proven basin exploration program in Equatorial Guinea, Ghana and U.S. Gulf of Mexico. Kosmos is listed on the New York Stock Exchange and London Stock Exchange and is traded under the ticker symbol KOS.

As an ethical and transparent company, Kosmos is committed to doing things the right way. The company’s Business Principles articulate our commitment to transparency, ethics, human rights, safety, and the environment. Read more about this commitment in our Sustainability Report. For additional information, visit [www.kosmosenergy.com](http://www.kosmosenergy.com).

### Basic Function

As a core member of the company’s Business Development Team, the desired candidate will be directly involved in the analysis and assessment of inorganic opportunities that support the corporate strategy of creating the next chapter for Kosmos by accelerating the transition to gas and complementing our organic growth, accelerating delivery of sustainable shareholder returns, increasing balance sheet resilience, and making a significant step towards an investment-grade credit rating.

This is a key position for the company, and the individual will have high visibility working alongside the Chief Commercial Officer (CCO) and the Business Development Team. The individual will compile and produce risk-based business and economic evaluations for existing operations, new business ventures and corporate M&A in order to support and assist strategic decisions for the Executive Management and the Board.

This person will have strong analytical experience across the upstream life cycle/value-chain with a particular focus on economic modelling, corporate planning and deal negotiations. The candidate must be able to operate collaboratively and effectively within multi-discipline groups, including technical, legal, financial, planning and above ground. Equally, this person must have the ability to think strategically and creatively both in considering new business opportunities and in generating new ideas that could help to advance the company’s objectives.

Opportunities will be inclusive of A&D activities in development & producing assets and potential corporate M&A deals. The role requires a dynamic, highly collaborative individual who is an experienced leader, skilled in economic modelling, business development, and networking, having the energy, enthusiasm and an entrepreneurial spirit to facilitate growth.

Kosmos is a fast paced, lean organization where priorities are constantly changing, and on-time delivery of projects is a prerequisite.

### Essential Responsibilities and Job Duties

- Perform risk based, fit-for-purpose economic modelling to evaluate the feasibility of projects and facilitate the investment decision-making process, identifying key economic and business drivers



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- Coordinate closely with Corporate and BU planning groups to ensure alignment with Kosmos' long-range corporate model
- Ensure effective and robust analysis with regards to due diligence in acquisition and merger strategies
- Assist in the preparation and delivery of strategic reviews and presentations, including board papers
- Support origination and pursuit of specific E&P growth opportunities in line with corporate strategic objectives, from initial screening to completion, including potential corporate acquisition targets
- Support the production and development business units providing commercial input and guidance
- On an as-needed basis, support the team with Investor Relations activities including corporate presentations and investor roadshows etc.
- Develop and maintain close relationships with key external contacts in other upstream companies, investment banks and advisors
- Handle other projects, duties and responsibilities as assigned

### Qualifications and Education Requirements

- 5 to 10 years' experience within the upstream petroleum industry, including prior economic modeling, planning and business development required
- 2 years of investment banking experience preferred
- Bachelor's Degree in Engineering or Business required
- A strong external industry network desired, but not required
- Ability to undertake economic and financial modelling analyses in varying fiscal environments, including both Tax & Royalty and PSC style contracts
- Strong verbal and written communication skills
- Exceptional Microsoft Office skills, specifically Excel and PowerPoint

### Attributes

The successful candidate will be a self-starter that enjoys working in an entrepreneurial environment with the ability, drive, and discipline to achieve objectives and to bring projects to fruition. He/she will have high energy levels and a strong work ethic, as well as being highly organized and disciplined, with strong attention to detail and a motivation to get things done.

Ability to work without undue supervision and to take the initiative is essential.

- Good team player and willing to work in a fast-paced environment, at short notice on highly varied tasks
- Ability to see the "forest through the trees" and focus on simplicity ahead of complexity
- Strategic thinking skills, alongside the ability to translate plans into action
- Exceptional productivity skills. Can be relied on to get the job done accurately and on time.
- Ability to communicate and deal persuasively with key individuals both within and outside the company
- Proven ability to collaborate with team and generate solutions
- Ability to handle and protect sensitive information in a confidential and professional manner
- Must be able to work with diverse employees, partners and governments from all parts of the world



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### **Travel Requirements**

Some domestic and international travel required.

### **Physical Requirements and Working Conditions**

Must possess mobility to work in a standard office setting and to use standard office equipment (computer, printer, copier, etc.) stamina to maintain attention to detail despite interruptions, strength to lift and carry files weighing up to 25 pounds; vision to read printed materials and a computer screen, and hearing and speech to communicate in person and over the telephone.

All qualified applicants will receive consideration for employment without regard to race, color, sex, sexual orientation, gender identity, religion, national origin, disability, veteran status, age, marital status, pregnancy, genetic information, or other legally protected status.