



JOB DESCRIPTION

Position Title:	HSE Director	Position Type:	Exempt
Department/Group:	HSE	Location:	Houston, TX
Reports To:	SVP HSE, Facilities & Production	Direct Reports:	N/A

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.

Basic Function

The HSE Director will be a member of the HSE, Facilities & Production Team. This team provides HSE, Facilities Engineering and Production expertise to support our joint venture partnerships in Ghana, Equatorial Guinea, Mauritania & Senegal and to our operations in the Gulf of Mexico.

The HSE Director must be able to work effectively and collaboratively with our remote operating partners and with our US/UK operations, to influence the successful attainment of corporate HSE goals across the business.

The successful candidate will be responsible for delivering the overall corporate HSE scorecard, which includes providing support to activities associated with reducing emissions and delivering cleaner energy.

Essential Responsibilities and Job Duties

- Manage the HSE team as direct reports, including goal setting, performance management, training & development, recruitment, budgets, and succession planning.
- Implement the strategic direction for the Kosmos HSE Management System including but not limited to: One Team One Goal, Crisis Management and Emergency Response; Oil Spill Contingency Plans; Risk Management and Process Safety; Office Safety; HSE Data Management Systems; Contractor HSE Auditing; Environmental and Social Impact Assessments; Waste Management Plans; Government HSE Liaison and Permitting; Travel Health Programs; Aviation Assessments; HSE Training; HSE Incident Investigations.
- Embed and track Business Units’ implementation of the Kosmos HSE Management System, including engaging internal/external independent audits.
- Interface with regulators, partners, local communities and stakeholders to gain consensus of in-country HSE plans and assist with securing regulatory approvals.
- Lead initiatives to promote visible and pro-active management commitment and employee involvement in HSE activities, including safety presentations, leadership site visits and HSE training programs.
- Monitor legislative and regulatory developments in assigned countries to identify potential business impacts. Participate in HSE industry association committees or initiatives as required.
- Provide subject matter expertise in Personal and Process Safety to assist Business Units in characterizing emerging risks and developing action plans.
- Implement management processes for efficient and compliant collection of safety and environmental data to support the Kosmos Annual Sustainability Report.
- Maintain the Policies, Practices and Procedures that underpin the Kosmos HSE Management System.



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- Handle other projects, duties and responsibilities as assigned.

Qualifications and Education Requirements

- Minimum Bachelor’s degree in an appropriate HSE or Engineering discipline preferably with Professional Engineer status.
- Minimum 20 years as an HSE/Process Safety professional in the O&G Industry.
- Strong knowledge of HSE/Process Safety management in deepwater production, seismic and drilling operations, and major projects environments.
- Familiar with global HSE/Process Safety regulatory requirements and industry “best practice”.
- Broad experience in Environmental & Social Impact Assessments and permitting, HSE management systems, Emergency Response, Incident Investigation, HSE training, and Risk Assessment techniques.
- Must be able to travel both domestically and internationally, including compliance with necessary vaccination requirements.
- Role will be based in the Dallas, TX office.
- Role may occasionally require working additional hours for the proper performance of the duties which could include weekends and bank holidays, and particularly during Emergency Response.
- Must maintain a current BOSIET/HUET Certificate.

Attributes

- Strong teamwork, leadership, influencing and communication skills.
- Proven ability to prioritize and direct complex activities.
- Must be able to work with diverse employees, partners and governments from all parts of the world.
- Comfortable and effective in an informal operating environment.
- Demonstrates an understanding of HSE/Process Safety risks and the ability to make informed judgments in support of business value
- Proven ability to collaborate across teams and generate solutions.
- Exceptional productivity skills. Can be relied on to get the job done accurately and on time.
- Must be an energetic self-starter with a passion for their work. An engaged, “hands on” team player.
- Ability to handle and protect sensitive information in a confidential and professional manner.
- Advanced written and verbal communication skills, with the ability to partner effectively with staff.

Travel Requirements

Position requires approximately 25% travel, domestic and international.

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.

Approved By:	Julian Austin	Date:	December 2023
Last Updated By:	Julian Austin/Annie Phelan	Date/Time:	