

Job Title:	Land and contracts Lead
Reports To:	VP of Corporate Development
Location:	Calgary
Division:	R360 Canada Division

Job Description

WHY CHOOSE US:

We are R360 Canada, an integrated services company that offers a variety of services to clients in the energy, environmental and industrial sectors. We are equipped to process, recover, recycle and dispose of waste and other materials safely and cost-effectively for our customers. The R360 team is aligned through the vision of reinventing the standard in waste solutions by serving our customers and employees, while staying true to our values. We're proud to be a different kind of company with a different kind of culture one where self-directed, empowered employees have our trust and full support to realize their potential as they strive to make a bigger and better impact on their communities and careers every day.

GENERAL DESCRIPTION:

The Land and contracts Lead plays a key leadership role within the Land & Energy Marketing departments, overseeing surface and mineral assets, negotiating complex agreements, supporting growth activity, and driving policy and process enhancements.

As a Land and contracts Lead with us, the minimum responsibilities are:

- Provide day-to-day leadership, guidance, and mentorship to the Land & Contracts Analyst, ensuring high-quality work output, professional development, and alignment with departmental goals.
- Develop and execute on surface and mineral land strategies to support operations and broader business objectives for assets across Alberta, British Columbia, and Saskatchewan.
- Draft, Negotiate, and amend a full range of agreements including but not limited to Crude Oil Buy/Sell, Quit Claim, Purchase & Sale, Trusts, Joint Use, Product Disposal, Surface Third Party, Non-Disclosure Agreements, and Parental Guarantees.
- Lead strategic initiatives and provide recommendations to executive leadership on M&A and organic growth opportunities.
- Coordinate project planning and acquisition of land rights for new wells, pipelines and facilities. Prepare cost estimates, timelines, and provide guidance to project teams.
- Ensure condensate, oil, and butane transactions and related contracts meet internal approvals and authorities.

WHAT WE NEED FROM YOU:

- Degree or diploma in Business, Land Management or a related field preferred; equivalent work experience will also be considered.
- Minimum of 8-10 years of relevant work experience.
- Demonstrated experience negotiating, drafting, and administering complex agreements. (i.e. Surface Leases, Mineral Agreements, Marketing Buy/Sell, Mineral Trust, etc.).
- Experience managing or mentoring junior staff or analysts (formal or informal leadership).

- Proficient in Microsoft Excel, Word, and Outlook. Experience with CS Land and GeoScout is a plus.
- Strong interpersonal, analytical and communication skills, both written and verbal.
- Flexible and capable of handling a mix of routine and non-routine tasks.
- Positive, self-motivated team player with a willingness to work independently in a fast-paced environment.
- Must be able to pass all pre-employment requirements

WHAT YOU'LL GET FROM US:

- Competitive Wages
- Retirement Plan with company match; let us help you save for your future
- Benefits; Medical, Dental, Vision
- Perks, perks, perks! Employee Assistance Program, Scholarship Opportunities for kids, Employee Stock Purchase Plan
- Insurance: Life, Short Term/Long Term Disability

We thank all applicants for their interest but advise only those selected for an interview will be contacted. R360 Canada, a company of Waste Connections of Canada may use artificial intelligence to screen, assess or select applicants for its positions but final hiring decisions are made with human oversight.

R360 Canada, a company of Waste Connections of Canada is an Equal Opportunity Employer. All employment decisions (including but not limited to hiring) are made without regard to characteristics protected by federal, provincial, or local law, regulation, or ordinance.

APPLY HERE:

https://careers.wasteconnections.com/canada/us/en/job/R-97820/Land-and-Contracts-Lead?utm_source=