

**Thomas M. Staines, B.A.**

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**CAREER SUMMARY**

*A seasoned professional with over twenty seven years of Oil and Gas Industry experience, primarily in the areas of negotiating large Land Rights Acquisition Projects, Environmental Issue Management, Regulatory Liaison, Decision and Risk Analysis, negotiating Damage Claims, and Conflict Resolution. The past 14 years in leadership roles managing a surface land group at 3 different companies. As an experienced project team member, I provided creative solutions for challenging problems, diffused potential conflicts through strong interpersonal skills and negotiating ability, and utilized strong analytical, decision-making and management skills to produce results consistent with corporate objectives and the bottom line. My Interpersonal skills have been developed through consensus built decisions with team members, regulators and community groups. A team player, conscientious, ethical, accurate with a can do attitude, I have demonstrated the ability to manage change, reduce inefficient work, motivate and mentor others and consistently perform at a high level, and am known to be an exceptional problem solver.*

**Vermilion Energy Inc.**

**April 2008-March 2015**

***SENIOR LAND AGENT – TEAM LEADER***

***Responsibilities***

A working manager responsible for all of crown and freehold surface acquisition in Alberta and Saskatchewan, providing guidance and mentoring of 3-4 Surface Land Administrators and strategic support to Land Consultants. I also provided surface access expertise, working with the Negotiating Landman (Manager) when preparing land bids and reviewing acquisition proposals.

***Accomplishments***

- successfully managed the crown surface rights acquisition drilling programs beginning with single well sites to later multi well padsite programs
- successfully managed freehold surface rights acquisition mostly CBM programs in central Alberta
- successfully integrated new Saskatchewan assets, including completion of existing and new drilling programs
- acquisition of an Oil Sands Licence for an exploration program in Northern Alberta

**NAL Resources Limited**

**June 2004 – April 2008**

***SENIOR LAND AGENT – TEAM LEADER***

***Responsibilities***

Senior Surface Landman responsible for the management of the Surface Land group within the Land Department. The Surface Land group included 3 full time Calgary Surface Landman, 2 full time Field Landman, 4 full time Land Administrators, 1 full time Contract Land Administrator and 1 part time contract Land Administrator.

***Accomplishments***

- successful result from 2004/05 Surface Rights Board hearing in the Brent/Hanna area,
- successful management of the 2004/05/06 Brent/Hanna drilling programs (approx 50 wells) including the Class 1 (AB Environments Conservation and Reclamation Application) pipeline approval for the 2005 gathering system (30km),

- successful completion of the 2004/05/06 Sturgeon Lake drilling program (approx 30 wells) including pipelines,
- initiated First Nations consultation prior to the 2007 regulated consultation requirements for the Sturgeon Lake projects as a proactive measure to ensure no project delays,
- 2006 Lacombe CBM drilling program (approx 30 wells), gathering system and facilities. Management of the Class 1 pipeline application (50 km),
- successful management of 2004/05 approximately 15 wells and pipelines in other areas of the Alberta Business Unit,

**Shell Canada Resources**  
**SENIOR LAND AGENT**

**Feb 2004 – June 2004**

***Responsibilities***

All aspects of surface land issue management as in previous employment opportunities but also exposed me to the management and development of critical sour gas projects and the inherent complicated landowner/stakeholder issues. I also was given the opportunity to prepare a rebuilding plan for the Shell Surface Land Group, which included staffing projections and reporting structure.

***Accomplishments***

- improved Shell management's with respect to the importance of Surface Land and Landowner/Stakeholder issue resolution.

**Chevron Canada Resources**  
**SENIOR LAND AGENT – TEAM LEADER**

**Sept. 2001 – Feb. 2004**

***Responsibilities (in addition to the responsibilities as a contract Land Agent)***

Team Leader for the Field Land Services Group within Chevron's Land Department consisting of 3 full time Land Administrators, 4 Contract Land Administrators and 1 Contract Land Agent. Provide surface rights issue management to the Business Units and build relationships with external customers. Manage and direct new acquisition projects including route and site selection. Manage the G-56 Participant Involvement process for all projects, provide guidance, for issue resolution and resolve issues.

***Accomplishments***

- prepare and deliver updates on the G-56 Participant Involvement process to Business Units,
- creative negotiations to resolve First Nations objections in NE BC drilling project,
- public consultation in sensitive environments, protecting confidential nature of the project,
- research and develop process changes for improved Land Administration Functions – road use, third party crossings and caribou gate access billing.

**Chevron Canada Resources**  
**SENIOR LAND AGENT (Contract)**

**Dec. 2000 – Sept. 2001**

***Responsibilities***

Provide surface rights issue management to the Business Units, including attending project meetings, build relationships with internal and external customers i.e. EUB and SRD. Manage surface rights acquisition for new projects including directing land consultants and Guide 56 interpretation and compliance. Support EH &S and prepare specific land rights documentation for reclamation. Provide mentoring support and surface rights issue expertise to Field Land Services staff and Virden Manitoba field office. Attend external industry meetings as required. Respond to day to day, surface land related issues, landowner inquiries and industry requests for access to Chevron owned land.

***Accomplishments***

- created a template letter to simplify the G-56 public disclosure requirements for use by the engineering facilities and drilling groups,
- instrumental in getting a landowner back to the table to find a project specific solution which led to the landowner withdrawing a letter of concern with the EUB,
- along with present FLS land administrators restore internal customer trust and confidence in LFS abilities to solve and respond to land rights situations effectively.

**Traverse Land Group** (formerly Landpro Land Consultants Ltd.)  
**SENIOR LAND AGENT**

**Jan.2000 – Dec.2000**

***Responsibilities***

Working with Oil and Gas exploration companies acquiring land rights, including well site and access road leases, pipeline right of ways, remote sumps, temporary access roads and other surface related documents. Complete Guide 56 notification requirements for both sweet and sour oil and gas related facilities.

***Accomplishments***

- demonstrated the ability to complete a large shallow gas acquisition project in a timely manner,
- able to quickly adapt from predominately pipeline acquisition to well site and related facilities acquisition seamlessly,
- played a major role in Stakeholder relations during the Enchant well blow out, delivering information to the enchant area residents, preparing line lists and compiling a final report for the Client (Crestar).

**Art Gallery of Calgary** (formerly The Muttart Public Art Gallery)

**1999 - 2000**

NOVA Gas Transmission's transition package provides for the opportunity to work for a non-profit organization part time for up to one year. I have chosen this option to offer my skills in an area of personnel interest and contribute to the Calgary community.

***Responsibilities***

Provided support and problem solving during the renovations to the new gallery buildings. Served as a liaison between the Gallery Director, Architect, Construction Manager, the City of Calgary, and mechanical and electrical consultants to ensure the Gallery's needs were met. Prepared tenders for office furnishings, computer and telephone systems.

**NOVA Gas Transmission Ltd. / TransCanada Pipelines Ltd.**  
**ENVIRONMENTAL PLANNER**

**1995 – 1999**

***Responsibilities***

Supported environmental compliance for the Capital Projects Group. Managed the Environmental specialist's consulting to NGTL. Met with regulatory field personnel to discuss and negotiate project wildlife, watercrossing, soil and timber salvage concerns. Completed Regulatory compliance applications within project schedules. Provided environmental input into construction contracts, and evaluated contracts for Environmental Consultants. Conducted pre-job meetings with Government regulatory personnel, and attended and advised at Construction Contractor contract award meetings. Provided leadership in developing policy and procedures for Environmental Planning. As the Historical Resource Coordinator I provided leadership and direction to the Historical Resources Consultants when consulting with Aboriginal groups. Mentored entry-level Environmental Planners.

**Accomplishments**

- successfully negotiated with Government regulatory personnel right of way width reductions resulting in reduced clearing costs, and reduced timber damage assessments,
- took a lead role in the negotiations for the Marlow Creek Lateral routing negotiation between Bears paw Petroleum and Land and Forest Services and NGTL,

**NOVA continued..**

- successfully resolved environmental issues required securing approval for a temporary tie-in of the Darling Creek Lateral Wabasca River Crossing for AEC,
- Historical Resource Act. –Gov't / Industry review committee,
- provided critical input into the Hydrostatic Testing Code of Practice and input into the development of the a NGTL water crossing strategy,
- 100% completion of Conservation and Reclamation Application's on schedule. (2-3 per year)

**NOVA Gas Transmission Ltd. / TransCanada Pipelines Ltd.****1990 - 1995****LAND AGENT****Responsibilities**

Provided timely right-of-way acquisition, conflict resolution and damage settlement. Ensured consultants met NGTL policies, procedures and standards. Facilitated meetings with landowners, Non-Government Organizations and regulatory personnel. Effectively worked to build relationships with external and internal clients

**Accomplishments**

- negotiated for land rights acquisition on schedule, (over 300 kilometers of right-of-way)
- participant in the development and delivery of NGTL's Public Participation program,
- demonstrated efficient time management skills by reducing right-of-way acquisition time.

**Kellam Berg Engineering and Surveys Ltd.****1989 - 1990****URBAN PLANNER****Maverick Land Consultants Inc.****1985 - 1989****LAND AGENT****EDUCATION**

**Ryerson Polytechnical University**, Toronto, Ontario  
Bachelor of Applied Arts, Urban and Regional Planning Degree  
Minor Economics

1979-1983

**Southern Alberta Institute of Technology**, Calgary, Alberta  
Architectural Technology Diploma

1975-1977