

Competition # 2010-0200

[Posting number will be assigned before uploading to InSite/external careers page]

NOTE: Job postings become public information once uploaded onto our Careers page.

Position Title	Advisor, Corporate Responsibility Policy and Ethics	Position Location	Calgary, AB
Reports to [Title]	Manager, Corporate Responsibility Policy and Ethics	Position #	00002645

Talisman Energy Inc. is a global, diversified, upstream oil and gas company, headquartered in Canada. Talisman's three main operating areas are North America, the North Sea and Southeast Asia. The Company also has a portfolio of international exploration opportunities. Talisman is committed to conducting business safely, in a socially and environmentally responsible manner, and is included in the Dow Jones Sustainability (North America) Index. Talisman is listed on the Toronto and New York Stock Exchanges under the symbol TLM. Please visit our website at www.talisman-energy.com.

Position Overview and Responsibilities [General context around the role; regular responsibilities and ad hoc tasks]

Reporting to the Manager, Corporate Responsibility Policy and Ethics, the Analyst will be responsible for providing support to the Manager to help build a Centre of Excellence within the Company; one which builds on the core of expertise within the Corporate Affairs Group, enables the adoption of leading corporate responsibility practices in line with international standards, reduces above-ground risk, and which helps the company to maintain its social license to operate in diverse locations.

The Analyst, based within Corporate Affairs will work closely with others in the group including, the Implementation and Government Relations Teams, to deliver high quality advice to clients within corporate and operational areas of the Company. It is particularly important that the candidate understands the nature of social, political and reputational risks and their implications for Talisman in both the domestic and international oil and gas contexts. The candidate should be able to research, analyze and make recommendations on tools and processes for managing these risks, as well as for enhancing Talisman's ability to audit and report on their management.

Specifically, this role will be responsible for;

- Assisting with the identification of international best practices in the areas of business conduct and ethics, community relations, human rights and other social dimensions of the company's work and the integration of these practices into Talisman's global policy and management frameworks.
- Assisting with the development of management systems to support Talisman's current and emerging standards in the areas of community engagement, human rights, and ethics compliance from a risk management perspective.
- Assisting the Corporate Affairs implementation team with the development of tools, mechanisms and key performance indicators which support the strategic implementation of policy.
- Assisting with the development of the training and support necessary for the company to fulfill its obligations to the Voluntary Principle on Human Rights and Security (VPs), the Extractive Industries Transparency Initiative (EITI) and anti-bribery and corruption compliance.
- Coordination of surveys from agencies that rank the company on its sustainability performance.
- Relationships and communications with Socially Responsible Investment (SRI) organizations.
- Corporate Affairs group input to the annual Corporate Responsibility Report.
- Assisting with the development of key performance indicators, audit and reporting processes.
- Assisting the Manager to advise broadly on reputation management, policy compliance auditing and reporting in relation to Talisman's corporate responsibility commitments.

Education, Experience, Technical Qualifications [Degree/diploma, professional certifications, years of work experience and other specific technical requirements]

- 4 - 5 years of experience in a similar role
- Extractive Industry experience
- Relevant undergraduate degree (social or political sciences)
- Master's Degree preferred
- Experience in policy development, particularly in the areas of SPR risk, community engagement, human rights, and ethics compliance

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- Familiarity with the development of training tools suitable for a geographically diverse audience
- Experience with engaging stakeholders and building key relationships both domestically and internationally
- Project management within a large, structured organization

Candidate Profile [Non-technical skills e.g. leadership/supervisory skills, communication skills, ability to work independently, etc.]

- Excellent written, verbal and interpersonal communication skills.
- Ability to work in a diverse team environment as well as independently.
- Excellent organizational skills and ability to manage several projects simultaneously
- Ability to communicate and advise on complex issues particularly to non-expert audiences.
- Ability to represent Talisman in a professional manner.

Optional Clauses:

Only candidates who are legally permitted to work in _____ will be considered.

Relocation will be provided for the successful candidates if required.

This position is eligible for a referral bonus for \$_____. – INTERNAL POSTING ONLY

To Apply:

If you are interested in this rewarding opportunity, please forward a cover letter and resume via email to careers-canada@talisman-energy.com by the closing date quoting the competition number **2010-0200** in the subject line.

By applying for this position, you consent to the collection, use and necessary disclosure of the personal information provided during the application and selection process.
