EXCO Resources, Inc. is a private independent oil and natural gas company engaged in the acquisition, development and exploitation of onshore North American properties. Our principal operations are conducted in certain key U.S. oil and natural gas areas including Texas, Louisiana and the Appalachia region. Our headquarters are in Dallas, TX.

We are currently looking for a **Database Engineer in the IT Department, to be based in our Dallas office.**

Primary Objective: Seeking a detail-oriented and motivated Database Engineer to support, design, maintain, and help modernize the Microsoft SQL Server databases, data integrations, and reporting data behind our E&P business applications. The role combines hands-on database administration with data modeling and integration work, and works directly with land, accounting, production, engineering, and geoscience teams to make sure data is accurate, consistent, and available for reporting and decision-making. This hands-on position reports to the IT Director and works closely with our Enterprise Data Platform Architect.

Major Functions and Scope:

- Support and maintain SQL Server databases for E&P business applications, including installation, configuration, patching, and backups
- Implement, maintain, and test high availability and disaster recovery for SQL Server, including regular failover and restore testing
- Help modernize the data platform, including SQL Server version upgrades and retiring legacy components
- Monitor database performance and handle query tuning, indexing, maintenance jobs, and capacity planning
- Administer database security, including logins, roles, and permissions, and work with IT security on auditing and SOX-related data controls
- Design and maintain logical and physical data models, including staging, integration, and reporting layers
- Build, upgrade, and support data integrations and ETL processes between the ERP, production accounting, well data, field measurement, SCADA, and reserves systems
- Keep database code, ETL packages, and reports in source control (Git), and automate routine administration and deployments with PowerShell or Python
- Maintain a single trusted source for core business entities such as wells, completions, leases, properties, and cost centers, and help enforce data standards, data quality rules, and the data dictionary, including documentation of data flows and lineage

- Develop and maintain SSRS reports, stored procedures, views, and datasets used by TIBCO Spotfire and business applications for drilling, operations, and financial reporting.
- Load, validate, and manage third-party data feeds, including commercial well, production, and commodity pricing data
- Review new and replacement systems for data impact, and support implementations, data migration, and archival
- Assist our Enterprise Data Platform Architect with projects, troubleshooting, production changes, and occasional after-hours maintenance and month-end support

REQUIRED QUALIFICATIONS

Education and Knowledge:
Bachelor's degree in Computer Science, Information Systems, Engineering, or a related field.

Experience:
3+ years of experience working with Microsoft SQL Server in a production environment, including database administration and development.

Competencies:

- Advanced T-SQL skills, including writing and tuning complex queries and stored procedures.
- Experience with SSIS or a comparable ETL tool and SSRS, including integrating data across business applications with different data models.
- Working knowledge of backup and recovery, index maintenance, and database security.
- Experience with relational and dimensional data modeling (star schema).
- Understanding of data quality, master data management, and data governance practices.
- Ability to explain technical issues clearly to non-technical business users.
- Strong analytical problem-solving skills and the ability to work independently with accuracy and accountability.
- Upstream oil and gas experience, including familiarity with well hierarchies, production allocation, AFEs, and reserves, is a plus.
- Experience with ProCount, Peloton WellView, Aries, FlowCal, Ignition, TIBCO Spotfire, ArcGIS, Petra, or Kingdom is a plus.
- Familiarity with S&P Global or Enverus data, the PPDM data model, Python or PowerShell, Microsoft Azure, Power BI, or AI coding tools (e.g., GitHub Copilot / Claude Code) is a plus.

The culture of EXCO Resources means we embrace a flexible workplace and value the camaraderie, collaboration, and innovation that occurs when we come together and interact face-to-face at our corporate office. This role is a hybrid position based out of our Dallas, TX office, which requires employees to work onsite in our corporate office four days a week.

Please submit resume and cover letter to Ms. Kim Aymond-Derr, Director of Human Resources at: kaymond-derr@excoresources.com

Website: www.excoresources.com

Address: 12377 Merit Drive, Suite 1700
Dallas, TX 75251

We are an equal opportunity employer and all qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity or expression, pregnancy, age, national origin, disability status, genetic information, protected veteran status, or any other characteristic protected by law.

U.S citizenship or current authorization to work in the U.S. required and no current or future work authorization sponsorship available.