

Job Description – Oil and Gas Trader

Position Information

Position	Oil and Gas Trader
Location	Dubai, UAE Working from office in person
Reports To	Chief Executive Officer
Employment	Full Time
Start Date	Immediately
Experience	Minimum 15 years
Salary Range	Base + Heavy Structured on P&L share
UAE Employment Visa	Provided
Medical Insurance	Provided

Job Purpose and Objectives

Maximize profitability and manage risks associated with trading oil and gas products. To achieve financial targets, minimize risk exposure, and ensure compliance with regulations while staying informed about market dynamics and fostering key relationships within the industry.

Roles and Responsibilities

- Develop Oil and Gas Trading Business. Cover a full range of Refined Products and Crude as required
- Develop and execute physical and financial/paper trading strategies
- Bring along and foster a proven network of relationships in international & domestic buyers, negotiate sales terms, and ensure all aspects of physical risk are covered in export cargo transactions
- Negotiate favourable terms and agreements with counterparties.
- Deliver Profitable Trading Desk with management of P&L
- Develop the commercial portfolio of physical trades in company
- Full knowledge and understanding of regulatory rules in both physical and financial crude oil markets and potential impacts if these rules change
- Identify, assess, and mitigate trading risks, including market risk, credit risk, and operational risk
- Create value from logistics and storage plays (where market structure supports it)
- Make critical trading decisions, including timing and volume of trades, based on analysis and market conditions
- Evaluate and react to market news and events that may impact oil product prices
- Ensure that all trading activities adhere to relevant laws, regulations, and industry standards
- Execute trades in a timely and efficient manner
- Maintain accurate records and reporting in compliance with regulatory requirements
- Utilize hedging strategies to protect the company from adverse price movements

Requirements

- Strong experience and proven track record in Oil and Gas trading
- Deep understanding of Oil and Gas Trading markets globally
- Established relationships with Oil Trading network, suppliers and customers
- Ability to develop and materialize deal pipeline
- P&L experience
- Experience developing trading desk
- Experience with hedging, risk management and spec trading
- Have a deep understanding of the oil products market, including supply and demand dynamics, pricing mechanisms
- Proficiency in trading techniques, strategies, and tools used in the oil products market
- Proven command of contracting, logistics and shipping pillars needed to back trades
- The job holder must demonstrate Licena's core values in all they do when representing the company internally and externally

Experience

- Track record of building and leading a successful Oil and Gas trading desk in a significant organization with global experience
- Proven evidence of delivering positive P&L results from previous credible organization
- Ability to manage P&L and report on financial results
- Knowledge of Africa trading essential
- Proven experience of sources in market for crude and oil products
- Proven evidence of strong global customer demand base
- Deep understanding of inter-regional crude oil flows, refinery operations and shipping markets
- Technical understanding of the relationship between physical and financial crude oil markets, knowledge of macro and micro economics and how these impact commodity pricing

Values

- Integrity
- Strong Communication
- Entrepreneurial
- Relentless & Hard Working
- Commercial Acumen
- Customer Skills

References

Must be able to show credible references across:

- Previous Employers
- Previous team members
- Customers
- Suppliers

About Licena

Licena DMCC is an independent physical commodities trading company based in Dubai with a disruptive approach to the market.

Licena's business model is built on risk management model to ensure we deliver superior results on our trades.

Licena Values

Human leadership	We strive to lead by example, promoting empathy, respect, and inclusivity in our interactions with employees, partners, and stakeholders.
Performance	We focus on achieving and exceeding targets, continually improving our processes, and maximizing efficiency in our trading operations.
Excellence	We set high standards for ourselves and our team, emphasizing quality in our trading practices, customer service, and overall operations.
Integrity	Integrity is a fundamental value for us at Licena. We prioritize ethical conduct, honesty, and transparency in our business dealings.
Discretion	We handle sensitive information with utmost care and ensure the privacy and security of our clients, partners, and stakeholders.