

Director of Business Development

Company: Shalehaven Partners Energy & Asset Management

Location: Dallas, TX (Hybrid: 3 Days per Week in Office)

Travel Requirement: Approximately 1.5 weeks per month

Position Reports To: Co-Founders

Compensation: Competitive Base Salary + Performance-Based Bonus + Fund Profit Sharing

Timeline: Q1/2027 Start

About Shalehaven

Shalehaven Partners (“Shalehaven” or “SHP”) is a premier Dallas-based energy investment firm. Shalehaven manages a series of annual private funds investing in non-operated oil and gas working interests. The funds acquire interests primarily through the AFE and operator partnership markets, with a focus on risk-mitigated, diversified exposure across operators, basins, and hydrocarbon types. Since our founding in 2024, our funds have acquired interests in more than 150 wells across the Lower 48.

The role

We are seeking a high-performing and well-connected **Director of Business Development** to join our growing team in Dallas. The Director will lead acquisitions and serve as Shalehaven’s face in the industry with operators, brokers, landmen, working interest holders, and sellers. The ideal candidate will leverage / expand upon SHP’s existing relationships and bring an established network of industry relationships, which ideally span the major Lower 48 basins, and convert it into a consistent pipeline of opportunities.

The Director will report directly to the Co-Founders and work cross-functionally with our reservoir engineering and finance teams to vet technical asset data, analyze economics, and structure transaction terms. This role is central to scaling the deployment of each annual fund, and the Director will be accountable for pipeline and deployment targets.

Key responsibilities

- Identify, cultivate, and maintain strategic partnerships with operators across our target basins to secure proprietary deal flow, and continue to expand that network basin by basin so that Shalehaven is among the first calls when opportunities arise.
- Build and maintain relationships with brokers, landmen, working interest holders, and other asset sellers as additional sources of deal flow.
- Source, screen, and execute AFE acquisitions and direct working interest opportunities that fit our fund criteria, and prepare them for underwriting.
- Evaluate opportunities across hydrocarbon mixes (oil, natural gas, and NGLs) in line with each annual fund’s mandate and basin diversification goals.
- Work with reservoir engineering and finance to vet technical data, analyze economics, and structure transaction terms.

- Negotiate terms and manage each transaction through closing in coordination with legal and engineering.
- Own the deal pipeline, keeping every lead, election window, and deadline tracked and current so that no opportunity ages out.
- Set annual pipeline and deployment targets with the Co-Founders and report regularly on progress against them.
- Represent Shalehaven at conferences, industry events, and partner meetings, both in Dallas and on the road.
- Uphold Shalehaven's reputation in the market through professional, responsive, and consistent dealings with every counterparty, including on transactions we decline.
- Meet semi-regularly with our high-net-worth and institutional investors, alongside the Co-Founders, to provide portfolio updates, discuss annual fund performance, and support long-term investor retention.
- Bring market intelligence back to the team on a regular basis, including operator activity, basin trends, pricing, and competitive dynamics in the non-op market.

Qualifications

- 7–10+ years of progressive experience in business development, land, A&D, asset management, or non-operated acquisitions within upstream oil and gas or energy private equity, with exposure to multiple basins.
- An established, transferable network of operators, landmen, brokers, asset sellers, and industry executives across the non-op market, preferably spanning the major Lower 48 basins. We hire for relationships and judgment, not for access to a prior employer's confidential information.
- Working fluency in AFEs, JOAs, pooling orders, WI/NRI calculations, and election mechanics, along with strong working knowledge of oil and gas asset evaluation and sufficient technical and economic understanding to screen opportunities efficiently, whether oil- or gas-weighted.
- Strong interpersonal and presentation skills, with a track record of engaging with sophisticated investors and senior leadership.
- Strong communication skills, including responsiveness to emails and internal messaging / texts.
- A high level of attention to detail, entrepreneurial instincts, and the ability to take ownership and operate independently in a fast-paced environment.
- Based in Dallas, in the office three days a week, with approximately 30–35% travel (roughly 1.5 weeks per month) for partner meetings, asset site visits, and industry events.

What we offer

- Compensation includes a competitive base salary, an annual performance-based bonus, and fund profit sharing.

- A comprehensive benefits package.
- Direct, day-to-day work with the Co-Founders, and the opportunity to build Shalehaven's business development function at an early stage of the firm's growth.
- A founder-owned platform with a proven track record and no private equity sponsor, where decisions are made quickly and in the interest of our investors. This is an entrepreneurial role with significant runway for high performance.

To apply

Please email admin@shalehaven.com with your resume and any additional comments.

Shalehaven Partners is an equal opportunity employer. We consider all qualified applicants without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, age, disability, genetic information, veteran status, or any other legally protected characteristic. Employment is at will.