

CRAIG MURRAY, SPHR

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Director of HR | Energy & Industrials | HR/Payroll/Benefits | AI-Enabled Workforce Analytics

Senior Human Resources executive with 20+ years of experience leading enterprise-wide HR, payroll, and people operations across energy, industrial, and multinational environments. HR leader with hands-on experience applying AI and advanced analytics to improve workforce decisions, scalability, and operational efficiency. Proven business partner to executive leadership with deep expertise in compensation, benefits, labor and employee relations, talent management, and HR systems. Known for driving operational efficiency, compliance, and organizational change while aligning people strategies with business objectives. Trusted fiduciary with long-standing responsibility for retirement plans, governance, and risk management.

- Human Resources Technology
- Generative and Agentic AI
- Employee and Labor Relations
- Compensation and Benefits
- Machine Learning and Artificial Intelligence
- Recruiting
- Business Process Improvement
- Talent Management

EXPERIENCE

FLYWHEEL ENERGY, LLC, Houston, TX

December 2025 – March 2026

Director, Human Resources

Private exploration & production company based in Oklahoma City, Oklahoma. Acquired the US based asset of Baytex Energy. Short-term integration role following acquisition of Baytex Energy USA assets.

BAYTEX ENERGY USA, INC., Houston, TX

June 2023 – December 2025

Director, Human Resources

An independent oil and gas company headquartered in Calgary, with annual gross revenue of \$2.46B, that acquired Ranger Oil Corporation in 2023 Senior Human Resource representative in US reporting to the Vice President, Chief Legal Officer, and Corporate Secretary based in Calgary.

- Using machine learning developed compensation offer system using annual review and compensation survey data to evaluate new hire offers to ensure are aligned internally and externally.
- Implemented an MS Teams system based in MS Excel to conduct annual compensation reviews to reduce errors and improve efficiency.
- Named fiduciary and administrative representative for our 401k plan.
- Conducted a 401k RFP resulting in changing 401k provider reducing 401k related fees by 45%.
- Aligned corporate payroll systems through the implementation of cross-borders ADP.
- Implemented performance management and first line supervisor training using ChatGPT to customize training for various organizational audiences.

RANGER OIL CORPORATION, Houston, TX

October 2021 – June 2023

Director, Human Resources

An independent oil and gas company that was formed through the merger of Penn Virginia Corporation and Lonestar Resources US, Inc., with annual gross revenue of \$552.7m, Senior Human Resource representative reporting to the Vice President, Chief Legal Officer, and Corporate Secretary.

- Led the Human Resource and Facilities team during our merger with Lonestar Resources incorporating employees and related systems.
- Named fiduciary and administrative representative for our 401k plan.
- Led organizational review of locally available office space and the renewal of current lease.

PENN VIRGINIA CORPORATION, Houston, TX

June 2013 – October 2021

An independent oil and gas company engaged in the exploration, development and production of oil, NGLs and natural gas in Eagle Ford Shale, with annual gross revenue of \$273.3m.

Director, Human Resources, 2016 – 2021

Manager, Human Resources, 2013 – 2016

Reporting to the Vice President, Chief Legal Counsel, and Corporate Secretary, the organization's senior human resource professional responsible for payroll and all human resource programs. Responsible all domestic Human Resources programs and systems.

- Named fiduciary and administrative representative for our 401k plan.
- Implemented a new payroll and HRIS reducing payroll processing fees by 50% and increasing functionality.
- Improved recruiting, screening, and on-boarding reducing employment costs and improving quality of hire and candidate experience.
- Organized a review of historical documents purging unrequired documents inventorying documents to be retained and initializing the use of electronic documents through Adobe Sign.
- Implemented electronic and electronic documents to streamline human resource processes.
- Implemented a leadership development program focusing on senior and mid-level managers.

RPC, INC., The Woodlands, TX

January 2011 – June 2013

RPC Provides oilfield services and equipment to independent and major oilfield companies in exploration, production and development of oil and gas properties, domestically and in select international markets. Primary service lines include fracing, snubbing, coiled tubing and wireline.

Director, Recruiting and Retention

Responsible for developing and implementing standardized, common staffing and employment practices in an entrepreneurial geographical diverse organization, with three direct reports.

- Implemented recruiting and on-boarding platform reducing cost per hire and time to fill.
- High volume recruiting: our team supported the hiring of more than 900 employees per year.
- Developed college recruiting program focusing on entry-level field engineers attending events at 14 colleges.
- Implemented employment metrics program to define current and historical trends.
- Reduced turnover by 30% in two years through improved hiring practices and employee relations.

ENERGY MAINTENANCE SERVICES, LLC, Houston, TX

2010 – 2011

Operations Manager, 2010-2011

CALPINE CORPORATION, Houston, TX

2000 – 2009

Director, Human Resources, 2006-2009

Manager, Human Resources, 2000-2006

CALENERGY OPERATING CORPORATION (currently Coso Operating Company, LLC)

1990 – 2000

Training & Employment Manager, Calipatria, CA, 1999-2000

Operations & HR Manager, Dieng, Central Java, Indonesia, 1997-1999

Training & HR Manager, Leyte, Philippines, 1995-1997

Training Supervisor, Ridgecrest, CA, 1992-1995

Control Room Operator - Geothermal, Ridgecrest, CA, 1990-1992

MILITARY EXPERIENCE

Machinist Mate, US NAVY, Steam Propulsion and Auxiliary Systems, Japan & Philippines

1979 –1990

HR TECHNOLOGY & AI

HRIS – ADP, UKG, Paycor, Kudos, HR Performance Pro

Analytics – Python, Numpy, Pandas, Matplotlib, Seaborn, Scikit Learn, Tensorflow, Pytorch

AI Enablement – LM Studio, Ollama, RAG, n8n, LangChain, SHAP

Models – Linear and Logistic Regression, Support Vector Machines, XGBoost, Gradient Boosted Trees, Neural Networks, NLP

EDUCATION

Post Graduate Program, Artificial Intelligence and Machine Learning, The University of Texas, Austin – December 2025

Post Graduate Program, Data Science and Business Analytics, The University of Texas, Austin – May 2025

Master of Business Administration, Bellevue University – June 1999

Graduate Certificate, Human Resource Management, Chapman University – November 1993

Bachelor of Science, Vocational Education Studies, Southern Illinois University – August 1989

CERTIFICATIONS

Senior Professional Human Resources (SPHR) – HRCI – since 2000