



Spotlight on Women in Geothermal – March 2026

Madalyn Marinick, Landman, XGS

A journey shaped by curiosity, courage, and the power of reinvention



Some careers move in straight lines. Others unfold in chapters, each one shaped by a willingness to grow, to explore, and to trust your instincts. For Madalyn Marinick, her path through the energy industry has been a story of following her curiosity and stepping boldly into every new opportunity.

Today, Madalyn is a land professional at XGS, helping lay the foundation for next-generation geothermal projects. Her work touches the earliest steps of development, where ideas begin turning into real energy solutions. But her journey started long before geothermal came into view, rooted in family influence and a deep belief that the future of energy is full of possibility.

Inspired by family and drawn to energy

Growing up, Madalyn watched her older sister build a successful career as a land professional in the oil and gas industry. Seeing her sister thrive inspired Madalyn to imagine herself in energy as well. When she attended the University of Oklahoma, she chose to study energy management and finance, following the direction that already felt familiar and exciting.

Her internships led her into consulting and then to Occidental Petroleum. There she gained experience in subsurface negotiations, asset management, title review, and mineral ownership. She learned how to manage entire county level assets, navigate complex lease obligations, and ensure compliance during the challenging period of pandemic related shut ins. The work was grounded, detailed, and essential. It gave her discipline and a strong technical foundation.

Yet over time, something inside her began to shift. She wanted to build projects, not only manage them. She wanted to be part of shaping the future of energy, not only the past.

A leap toward renewable energy

Madalyn began watching women she admired take new roles in renewable energy. Their transitions sparked her interest. She wondered if she too could take her skills into a space filled with innovation, creativity, and new frontiers.

Her move to Cubico opened that door. Working in solar, wind, and battery development, she experienced something that resonated deeply. She was no longer maintaining assets. She was creating them. She learned the entire development cycle, from early land acquisition to interconnection to the excitement of moving a project from a simple idea to something real.

She discovered that she thrived in this environment. Her natural strengths in relationship building, communication, and problem solving came alive in a setting that valued collaboration and forward thinking. Renewable energy broadened her view of what was possible. She knew she was exactly where she needed to be.

When renewal meets reinvention



When Cubico closed its United States office, Madalyn faced a moment that could have been unsettling. Instead, it became a moment of clarity. She asked herself which direction she truly wanted to pursue. Renewable energy had changed her. She did not want to go backward.

As she explored new opportunities, geothermal emerged as a powerful intersection of everything she loved and everything she had learned. It combined the subsurface experience she gained in oil and gas with the creativity and development focus she discovered in solar and wind. And it offered something more. It represented the next era of clean, reliable, round-the-clock power.

When she found XGS, she felt immediately connected to the mission, the team, and the innovative approach to closed loop geothermal systems. The company felt like a place where she could build, grow, and contribute to something transformative.

Thriving in early-stage development

Today at XGS, Madalyn works primarily in the crucial first stage of project development. Her day can include calling landowners, negotiating commercial terms, reviewing lease agreements with

counsel, organizing project notes, scouting new opportunities, and traveling to meet communities in person. She coordinates closely with teammates who are handling interconnection, permitting, resource evaluation, and early engineering.

She loves this part of the work. It brings people together. It brings ideas to life. And it allows her to use both her subsurface background and her renewable energy experience in a way that feels natural and deeply satisfying.

In geothermal development, she often educates landowners who may not yet understand the resource or the technology. Her patience, empathy, and clarity help build trust and shape the foundation for long term partnerships. She knows how to navigate mineral ownership, how to review title work, and how to approach complex land questions with confidence.

Her journey has prepared her for exactly this.

A new era that welcomes more women



One of the most uplifting changes Madalyn has witnessed is the growing number of women in renewable energy. She has been inspired by female leaders throughout her career, including senior leadership at Cubico and XGS. Their presence and mentorship reaffirmed that she had a place in this evolving industry.

She fully expects geothermal to continue attracting talented women who are excited to join a field that is creative, innovative, and rapidly expanding.

Life beyond the office

Outside of work, Madalyn enjoys the rhythm and beauty of Austin. Living near Lady Bird Lake, she loves long walks after work. She considers herself a dedicated foodie and enjoys seeking out the best meals in the city. She loves traveling, spending time with friends, and staying close to her family.

These pieces of her life bring her balance. They remind her of what matters most. And they help her show up as her best self in every conversation and every project.

Looking forward

Madalyn may be early in her geothermal journey, but her impact is already clear. She brings a rare combination of technical grounding, relationship centered communication, and a genuine passion for helping create the future of clean energy.

Her story is a reminder that every career chapter can open the door to something even better. It is a story of resilience, curiosity, and the courage to choose the path that feels right, even when it is new.

And for Madalyn, this is only the beginning.

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