



*Reservoir Solutions the
Industry Trusts*

- Collarini Associates

*Connecting the
Industry's Experts*

- Collarini Energy Staffing Inc.

*Guiding Careers to
the Next Level*

- Collarini Career Management

upcoming events

upstream news

talent pool

upstream careers

about us

contact us

Volume 6 • Issue 1 • January 2006

Our Perspective

Last fall, we initiated a program that uses a new way to find talent for our industry. We believe there are talented professionals who for personal reasons are not interested in full-time employment. We also believe that personal circumstances change over time. We asked many of our colleagues to put us in touch with people they knew who might want to get back in the business. In turn, we would investigate non-standard employment opportunities for those who are interested.

We received a good response, and we are currently talking to companies about how best to utilize this part-time or project-only talent in their organizations. We believe in this so strongly, that we want to repeat the call. So, if you know a person who might want to come out of retirement or who has special family circumstances, please ask him or her to call us or e-mail us at workforce@collarini.com.

Our series regarding solutions for the human resource crisis continues with this newsletter. This time we focus on the part technology plays. Look for an interesting contest with a nice prize for the best submittal!

From all of us, a very Happy New Year!

Your Friends at Collarini

Upcoming Events

"Career Mgmt: Career Development - Take Charge of Your Career"

January 25, 2006
Greenspoint Club
Houston, Texas

Susan Howes of Anadarko, Jeff Lelek of BP, and Jeff Corey of ConocoPhillips will comprise a panel of engineers who are responsible for their company's career development, training, and experienced recruiting strategies. Don't miss this opportunity to hear from three individuals from three of the largest upstream employers in Houston discuss critical issues to your career development in the next decade. There will be ample time for questions from the audience.

Upstream News

Solving the Human Resource Crisis:

Upstream technologies reduce manpower needs and brand us a high-tech industry.

How will industry solve our human resource crisis during the opportunity created by \$60.00 oil, increased oil demand from China and India, the shortages caused by hurricanes Katrina and Rita, and the technical developments needed to find new resources, such as shale oil and deepwater drilling?

Imagine it's the last boom, and we have to accomplish everything with 1970s rigs, 2-D seismic, mainframe computers, colored pencils, and fax machines.

Today's advanced technologies are key to our industry thriving in this crisis.

Drilling advances save countless man-hours and dramatically improve our safety performance. The one-trip well is being planned, not just discussed at conferences. Current 3-D and 4-D seismic tools have dramatically reduced the dry-hole rate in our industry. Imagine how efficient the development of the Gulf of Mexico would have been if we always had today's technology! Wireless communication and virtual networks have connected us to our field operations so that immediate decisions can be made. How many man-hours did it take in 1980 to deliver a completed sonic log to your exploration manager? As we receive new geologic and reservoir data, today's mapping software allows extremely quick and efficient reservoir re-analysis and re-description.

These technologies not only help us address the human resource crisis but define us as the high-tech, environmentally sensitive, and safe industry that we are.

There is a new set of metrics that points to how we are accomplishing more:

- Drilling Rate per Crew ===>UP
- Man-hours per Dry Hole ===>DOWN
- Man-hours per logging run ===>DOWN
- Man-hours per map revision ===> DOWN
- Man-hours per tank gauge or gas chart ===> DOWN

NEWSLETTER CONTEST: Send your favorite new metric that indicates how we are able to accomplish more to news@collarini.com (reply to this newsletter). Entries will be published in the next newsletter and the winning entry (chosen by a distinguished panel) will be awarded a dinner for two.

Talent Pool

The following biographies are just a small sampling of the kind of talent available in our talent pool of over 11,500 experts. Please call our placement managers if you are interested in learning more about these professionals, or check out our website for more candidates.

Exploration geoscientist with 27 years of experience in all aspects of oil and gas exploration and development. Proven expertise using many geophysical and geologic exploration-computing systems. Expert in seismic interpretation application development. Geographic experience includes many basins through the western hemisphere, the Gulf of Mexico, West Africa, and the Middle East. **Ask for GP659.**

Reservoir engineer with 22 years of reservoir engineering experience with a major, a large independent, as well as consulting for small exploration and production companies. Experienced at multidisciplinary field development and asset management. Skilled at reservoir engineering and economic analysis. Team player with effective oral presentation skills, and strong written communications and computer skills. Geographical experience includes the Texas Gulf Coast, the Louisiana Gulf Coast, the Gulf of Mexico, and the Permian Basin. **Ask for R165.**

Geoscientist with 30 years of experience in exploration, development, and operations. Proficient in Stratworks and GIS/Arcview. Familiar with Landmark Graphics Seisworks 2D and 3D software. Geographic experience in the Gulf of Mexico, including deep and ultra deepwater areas, Cook Inlet and North Slope areas of Alaska, as well as the Mid-Continent. **Ask for G1238.**

Completions and quality assurance supervisor with 25 years of international and domestic experience for service companies and operators. Experienced at leading teams of third party inspectors to ensure on-time delivery of fit for purpose, high integrity, down-hole liner hanger and completion equipment, accessories and sub-assemblies. Skilled at supervising completions, including screens, external casing packers, fluid loss control devices, liner hangers and liner top packers. Comfortable with training development and delivery. Recent geographic experience includes the Gulf of Mexico, Trinidad, the North Sea, and Oman. **Ask for DP256.**

Geoscience technician with 11 years of experience working with a major oil and gas company, and a large independent. Highly experienced with creating maps which include time and depth structure, isopach, net sand, porosity, and cross-sections. Skilled in planimeter usage, data management, and preparation of wellbore utilization charts. Computer skills include Landmark, ZMAP, OpenWorks, SeisWorks, StratWorks, Geo-Data management, Finder, Intergraph, Autocad, GeoQuest, TDQ, SQL, Oracle, HTML, NOMAD, and MS Office. Geographic experience includes the Gulf of Mexico and Louisiana. **Ask for TG109.**

Drilling and completions manager with 28 years of experience with a large independent oil company. Extensively experienced in drilling, completion and production operations. Skilled at supervising engineering and operations personnel in the design and execution of a region's capital, EHS, and regulatory program. Comfortable with all aspects of drilling activity, including contracting rigs, well design, and timely execution of plan. Skilled at deep drilling on the Gulf of Mexico shelf. Geographic experience includes the Gulf of Mexico, the Texas Gulf coast, north and south Louisiana, and east Texas. **Ask for D352.**

Review *thousands of talented people* in more than 30 upstream disciplines at

www.collarini.com

Upstream Careers

Is a new job or better paycheck on your list of resolutions for the new year? Then 2006 could be your year! Nationwide surveys reveal that companies plan to increase salaries for both new hires and existing employees.

Below are some key hiring trends in the oil patch to watch for in 2006:

- **Rehiring instead of retiring.** Energy companies are concerned about the shortage of skilled workers and new workers coming into the oil and gas industry. If you would like to put off your retirement, inform your supervisor and other departments in your organization. Network with colleagues, recruiting companies, vendors, family, friends and community members to identify full-time and part-time opportunities.
- **Flexible work styles.** Some hiring managers are willing to provide more flexible work arrangements such as job sharing, telecommuting, and alternate work schedules in 2006. How can you benefit? List your professional contributions, explain why you need a flexible work arrangement, and propose a schedule that lays out how you will be able to perform effectively.
- **Critical skills.** The skills hiring managers say will be most critical to their businesses and most attractive in 2006 are:
 - Critical thinking, problem-solving, and decision-making
 - General technological efficiency
 - Ability to improve productivity
 - Team-building and motivation
- **Specific skills.** Employers are constantly looking for specific technical E&P expertise. Your market value may increase if you have experience in any of the following areas, so be sure your employer knows all of the expertise you possess:
 - Drilling operations
 - Drilling and completions engineering
 - Production engineering to optimize properties
 - Geophysics with strong technology skills
 - Geology with a strong development background
 - Management of major projects

The coming year promises to be very exciting in the oil patch. Positioning yourself well with your current or future employer can bring you the rewards you are looking for.

About Us

Connecting the Industry's Experts...

[Collarini Energy Staffing Inc.](#) is a full-service agency specializing in the placement of exploration and production personnel including the disciplines listed below (other supporting personnel are managed upon request):

Accountants and supporting personnel	Naval architects
Administrative assistants	Operations supervisors
Business analysts	Petrophysicists
Civil engineers	Process engineers
Clerks	Procurement personnel
Database administrators	Production/Completion engineers
Drilling engineers	Production operations supervisors
Drilling operations supervisors	Project managers
Electrical/Instrument engineers	Reservoir engineers
Geologists	Subsea engineers
Geophysicists	Surface/Topsides engineers
Health, safety and environmental personnel	Technical writers
Landmen and supporting personnel	Technicians, drafting and graphic
Management personnel	Technicians, engineering
Material/Corrosion engineers	Technicians, geoscience

Reservoir Solutions the Industry Trusts...

The [Collarini Associates](#) petroleum engineers and geoscientists specialize in evaluating oil and gas reservoirs. Specific projects include integrated field studies, acquisition evaluations, independent reserve appraisals, and exploration and exploitation prospect generation and assessment. Our full divestment services include creation and hosting of electronic and physical data rooms in addition to the technical evaluation. Our teams in Houston and New Orleans are very experienced and stand ready to help you on projects of any size. Try us!

Guiding Careers to the Next Level...

[Collarini Career Management](#) applies its deep understanding of the oil and gas industry and expertise in career issues to help oil and gas companies and professionals build successful organizations and careers. We leverage Collarini's unique combination of industry knowledge and technical expertise to guide companies and individuals during transition, training existing employees for high performance, and designing customized technical training plans for companies and individuals.

Contact Us

11111 Richmond Avenue, Suite 126
Houston, Texas 77082
832.251.0553

4200 South I-10 Service Road, Suite 230
Metairie, Louisiana 70001
504.887.7127

Comments

This newsletter is produced six times per year for employees and friends of Collarini. If you would like to add a friend or colleague to our mailing list, please send us his or her email address. If this page did not display correctly, or if you would like to be removed from our mailing list, please email: news@collarini.com.

Visit us on the web!
www.collarini.com