



Collarini Energy Staffing Inc.
"Connecting the Industry's Experts"



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Our Perspective

The question of which factors will shape the oil and gas industry's hiring and personnel market in 2012 can be answered like this.

- The perfect candidate has plenty of options and will be attracted to hiring organizations that offer the best overall package and can proceed with the offer and hiring process most efficiently. The most dollars do not always win as the hiring process becomes overly complicated and delayed. It is always disheartening to see a perfect match fall apart because of a lack of decisiveness during the hiring process.
- The company with the best chance has a formidable public record, a well-defined business plan it can easily convey, and a superb and multi-faceted public relations program to convince the new employee that this company is the right one to join.
- The winning candidate has a very good track record, is able to communicate that track record in a focused manner to their potential new employer and does not assume that people will know what they want and need without being told.
- A great candidate has realistic, not outlandish and unrealistic expectations.

Overall, there is nothing new. You would be surprised how important timely reminders in the beginning of a new year really are. We hope you find our look at on-boarding support helpful. We also thought we would pay attention to developments for many more professionals having to consider becoming certified.

All the Best to all of you for the New Year!

Your friends at Collarini

Upcoming Events



NAPE Winter Conference
George R. Brown Convention Center
Houston, TX

(February 22-24, 2012)



LOGA Annual Meeting
L'auberge du Lac Casino Resort
Lake Charles, LA

(February 26-28, 2012)

Employer Tips

Your New Key Employee Is On Board - Now What?

You've just hired a key manager, given him a great salary, and top notch benefits; but what have you done to ensure his success? The answer to that question is commonly another question..."What do you mean?" Dr. Mark Friedman, PhD Industrial and Organizational Psychology, and executive coach said, "Fifty-percent of new executives either quit or are fired within the first three years and forty percent of those new hires will fail within the first 18 months."

Companies can ill afford to spend time and money hiring the best and brightest only to count it a failure shortly thereafter and start the process all over again. When highly qualified and experienced professionals assume a new role, they are faced with many challenges. This is especially true when the individual is entering a new organization. A major mistake of companies hiring experienced personnel is believing that they don't need on-boarding, but research shows that new employees with significant experience are the most difficult group to socialize to values of a new company.

On-boarding is a comprehensive process by which your employees are socialized into your company's philosophy and culture in addition to being oriented into their specific job tasks. Our on-boarding services enable new leaders to jump start their success by identifying key organizational priorities and critical imperatives, and then aids those leaders in focusing their efforts towards achieving them. We teach them to capitalize on their strengths and develop their soft spots so they add value immediately. Our professional coaches and industry experts help new leaders develop action plans that ensure early accomplishments.

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Our services include the following deliverables:

Assessment

- Clearly define challenges and outcomes desired
- Assess leadership strengths and development needs and build a development plan
- Learn about personality types and how to most effectively interact with others

Establish On-Boarding Goals & Action Planning

- Data collected during the assessment phase will help your new team members establish clear and specific goals and action plans

Effective On-Boarding Meetings

- Regularly scheduled meetings focusing on implementing the action plan including successes, roadblocks, and how to overcome those roadblocks

Follow-up

- Progress assessment after four months
- Adjustments implemented if necessary

Replacement costs for a new hire can run anywhere from 150% to 400% of base salary. Research shows that an effective on-boarding program promotes higher job satisfaction, better job performance, greater organizational commitment, and reduction in stress and intent to quit. On-boarding gives your company an edge when it comes to retaining a competitive advantage in an increasingly mobile and globalized workforce. Contact Collarini Energy Staffing to hear more about our on-boarding program.

We look forward to serving you in 2012!

Talent Pool

The following biographies are just a small sampling of the kind of talent available in our talent pool of over 20,000 experts. Please call our **placement managers** *if you are interested in learning more about these professionals, or check out our website for more candidates.*

Senior Environmental Advisor with a master's degree in chemistry and over 20 years of experience in E&P, refinery, and petrochemical industries. Experienced in assessing environmental impact studies, preparation of remedial action plans, preparation of national and international environmental standards, and preparation of oil and chemical spills prevention and control plans. Language fluency in English and Spanish. Geographical work locations are United States and Venezuela. **Ask for HS875.**

HSEQ Manager with an associate's degree in computer studies and nine years of experience in the offshore oil and gas industry. Expert in HSEQ leadership, supervision, training, improvement, and progressive safety performance. Experienced in implementing ISO 9001, ISO 14001, and OSHA 18001 certification. Additionally experienced in the development and implementation of HSEQ management systems. Technically proficient in SAP Information Systems, AutoCAD, OrcaFlex, StruCAD, Oracle, and ERP Accpac. Certified Safety Manager, Six Sigma Black Belt, ISO 9001 Lead Auditor, and Why Tree and Fault Tree Analysis. **Ask for HS836.**

Experienced **Supply Chain Manager** with a bachelor's degree and ten years of experience in the oil and gas industry. Experience in E&P and Drilling industry in materials management, inventory streamline, scheduling, auditing, negotiations, and vendor qualifications. Expert knowledge of SAP Logistics and Materials Management modules, ARIS, Project, and Oracle. **Ask for PU931.**

Senior Subsea and Project Engineer with a bachelor's degree in mechanical engineering and 18 years of experience working in the oil and gas industry. Expert in subsea equipment engineering and structural design. Experienced in design and completions of subsea systems, subsea electro-hydraulic controls systems, and pressure vessels. Licensed Professional Engineer in the State of Texas. Technical proficiency in SolidWorks, ANSYS, MathCAD, AutoCAD, COSMOS, ALGOR, and Inventor. **Ask for F1598.**

Geophysicist with a master's degree in geophysics and ten years of experience working for a national oil company and service companies. Expert in international offshore seismic acquisitions and reservoir characterization (processing, data conditioning, fluid substitution, AVO analysis and inversion). Experienced in structural, velocity, and 3D seismic modeling, rock and fluid physics properties estimation, and unconventional reservoir rock physics. Geographic areas worked include West Africa, the Caspian Sea, the North Sea, and the Mediterranean. Software proficiency in Petrel, Omni, Vista, ProMax, Hampson-Russell, ArcGIS, MatLab's MathWork, Charisma, and Paradigm. **Ask for GP1193.**

Chief Financial Officer with a master's degree in accounting and taxation, a bachelor's degree in Finance, and 30 years of experience in small oil and gas companies. Experienced in maximizing cash flow and net present value of invested capital and enterprise risk management utilizing derivatives, insurance, risk shifting, and contract negotiations. Additionally experienced in raising capital, due diligence, investor relations, financial planning and reporting, U.S. GAAP, IFRS, internal controls, human resource management, and technical systems evaluation. Licensed CPA. **Ask for A754.**

Structural Geologist with a master's degree in geological sciences and four years of experience working for a mid-sized independent E&P company and academia. Experienced in regional structural analysis, data integration, seismic interpretation, salt, extensional, and inversion tectonics, and basin modeling in the deepwater Gulf of Mexico. Software proficiency in Petra, Landmark OpenWorks and SeisWorks, and Kingdom Suite. **Ask for G1880.**

Geoscience Technician with 14 years of experience working for small to medium producing companies. Experienced in data loading of well logs, seismic, velocity, and directional surveys, aliasing log curves, and setting up new wells within projects. Additionally experienced in acquisition processes, creating maps, cross-sections, and presentations, and correlating and annotating well logs. Software proficiency in SMT, GeoGraphix, Petra, Neuralog, PowerTools, PI/Dwights, DrillingInfo, IHS, Tobin, and OWL. **Ask for TG388.**

Engineering Manager with a bachelor's degree in petroleum engineering and 27 years of experience working for small and large independents and a major operator. Experienced in budgeting, cash flow analysis, contract negotiations, partner relations, and economic analysis. Additionally experienced in reserve reporting, production monitoring and optimization, acquisition evaluation, and remedial well work. Geographic areas worked include Oklahoma, Texas, Louisiana, Mississippi, the Gulf of Mexico shelf and deepwater, Brazil, and Indonesia. **Ask for P542.**

Petroleum Engineer with bachelor's degrees in petroleum engineering and computer science and 33 years of experience working for national oil companies and a service company. Experienced in providing integrated field development solutions, well modeling and design, multiphase surface and system optimization, reservoir analytical simulation, reservoir fluid characterization, and production data analysis. Geographic areas worked include Saudi Arabia and Colombia. Software proficiency in PROSPER, GAP, MBAL, PVTP, OFM, Saphir, F.A.S.T., Oracle, and SQL. Language fluency in Spanish and English and a basic command of French, Portuguese, and German. **Ask for P472.**

Reservoir Engineer with a PhD in mechanical engineering and 30 years of experience working for major oil and gas companies and service companies. Experienced in reservoir simulation, reservoir modeling, reservoir characterization, and mentoring and training of engineering professionals. Geographic areas worked include the shelf and deepwater Gulf of Mexico, California, Alaska, Mexico, Russia, Trinidad, Venezuela, Western Siberia, the Caspian Sea, and the North Sea. Software proficiency in ECLIPSE, Landmark VIP, PEEP, WellTest, and SAPHIR. **Ask for R534.**

Drilling and Completions Superintendent with 32 years of experience working for a major operator and service companies. Experienced in drilling, completion, well testing, and intervention operations including HPHT, extended reach horizontal completions, multi-stage fracturing, and deepwater. Additionally experienced in supervising drilling and completion crews and service personnel in the construction, operations, maintenance, and repair of equipment and facilities. Geographic areas worked include the deepwater Gulf of Mexico, the Eagle Ford shale, west Texas, New Mexico, offshore Alaska, the Caspian Sea, West Africa, and Australia. Software proficiency in WellView. **Ask for DO485.**

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more than 30 upstream disciplines at**

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Career Advice

Do we all need to get certified now?

Interesting developments within the geosciences community in Texas may show a trend that could potentially affect other professional disciplines and personnel working for operating and service companies in other states.

Quietly, and unobserved by many, the Texas Board of Professional Geoscientists proposed rule changes in September 2011 that may have an effect on professionals working both independently or in oil and gas companies. A workgroup was created to review the list of current exemptions from certification for geologists working in oil and gas. The working group had come up with a number of areas where geologists would be required to be certified if the proposal came to pass. This would have clearly included those professionals who work in operating companies as well, not just professional consulting services firms where certification is fairly standard.

This would have affected those individuals who:

- work in public companies and are involved in the financial reporting process;
- work for companies that seek capital funding on the public market;
- work in areas where reports and plans are prepared that involve shale fracturing operations; and
- those who work in conjunction with others determining and reporting on CO2 emissions.

Don't be alarmed, these are very specific focus areas for a finite group of professionals. And the bill did eventually not come to pass this time. But the fact that this change is considered at all made us think that a trend could already be under way that will result in many more new rules for certification.

Although this bill started out in Texas, those familiar with the idea are already talking about some kind of "California Effect" at work. What that means is that since the 1970s the State of California has been on the leading edge of many major environmental regulations, consumer protection standards, and many social agenda reform items. A large number of these new rules did not stay in California for long but were adopted by other states over time in successive order. Using that analogy and transferring it to this matter at hand, enhanced certification requirements may not be far off for other areas of expertise in and outside of Texas.

So, the question is: How far are we from "compulsory certification" for many more professionals in our industry, not just those working in consulting, auditing, or regulatory firms? This could require a huge effort and a lot of time and money but also could present opportunities for companies assisting firms to get the certifications they need for their employees.

We are still far away from broad adoption of certification rules, but it does not hurt to pay attention to what is coming down the pipe. Keep a very close eye on it as you are deciding what career improvements you undertake. Certification may not have been in the front of your mind, but it may become something that would be to your benefit to understand in advance!

About Us

Connecting the Industry's Experts...

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

Accounting and finance personnel	Materials and corrosion engineers
Administrative and clerical personnel	Mechanical engineers
Business analysts	Operations supervisors
Civil and architectural engineers	Pipeline, riser, and subsea engineers
Drilling engineers	Process engineers
Drilling operations supervisors	Procurement personnel
Energy trading professionals	Production engineers
Executives	Production operations supervisors
Facilities engineers	Project managers and support personnel
Geologists, geophysicists, and petrophysicists	Quality control and inspection personnel
Health, safety, and environmental personnel	Reservoir engineers
Human resources personnel	Sales and marketing professionals
Instrument and electrical engineers	Technical writers
IT professionals	Technicians, drafting and graphic
Land, legal, and supporting personnel	Technicians, engineering and geoscience
Marine engineers and naval architects	

Guiding Careers to the Next Level...

Collarini Career Management applies its deep understanding of the career paths of technical professionals in the E&P and EPC communities to help 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.

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Comments

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