



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

Geosciences
Reservoir Engineering
Engineering & Construction
Land, Legal, Accounting, IT, HR
Health, Safety & Environmental
Drilling & Production Engineering
Engineering & Geoscience Technicians



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Our Perspective

A new year...new resolutions!

Since there are only so many things a person can realistically get accomplished, focus is very important. As you are contemplating your career for the coming years you may want to consider some of our ideas.

If your organization's list of unfilled employment positions is long and has been that way for a while...welcome to one of the toughest markets for candidates in history! If you want to break the gridlock and get people hired so work can get accomplished, then you need to do things differently than your competition. One thing to lose may be your "quest for perfection". Here are some of our thoughts and experiences seen in the industry that may help you make, if not a perfect, then at least a good hire.

Your friends at Collarini

Upcoming Events

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[Topsides, Platforms - Hulls](#)

Moody Gardens Hotel and Convention Center
Galveston, TX

February 4-6, 2014



[2014 Winter NAPE](#)

George R. Brown Convention Center
Houston, TX

February 4-7, 2014

Is your quest for perfection getting in the way of a good hire?

- Do you go to a nice restaurant to admire the velvet covers on the chairs?
- Do you go to a concert to enjoy the fact that the orchestra or band is perfectly tuned?
- Do you appreciate a picture on the wall because of its nice frame?
- Do you buy a car because you like the manufacturer's logo on the trunk?

The answer to these questions is probably "no," as long as they are not in the way of your enjoyment of the product or performance, right?

These are very trying times in our industry with a tight labor market causing many companies to have a line of open, seemingly unfillable positions. We are right in the midst of the shortage for mid-career experts, for example, those with around 20 years of experience. There is nothing to be done about this numeric fact. There simply are not enough professionals as are needed who graduated between the middle 1980s and the late 90s. This issue becomes a problem if you use a perceived perfect hiring standard which in turn will hold you back from finding a good employee!

The somewhat comical questions above illustrate that in some situations good enough may be just fine. As hiring managers, our pursuit of perfection might be misguided as it relates to the thing that matters most - getting the job done.

Think about these issues and their solutions when you are considering a potential employee who appears to be ready to join your company and who looks poised to do the job:

- **Too many years of experience?** Have a frank conversation with the individual to ascertain whether he or she is willing to work for at least another five years. While the candidate may not be the long-term solution for grooming your next leader, it will buy you time to find a candidate in the coming years.
- **Not the right software experience?** Take a close look at your candidate's technical experience. Many practicing experts agree that most of the software utilized in the oil and gas industry can be learned within a short time if compatible computer skills are known by a candidate.
- **Too many positions held by the individual over his or her career?** Be sure to evaluate and distinguish between what might be normal job changes for a seasoned expert and the symptoms of "too many jobs." Seek the reference from others you trust regarding your candidate to get a fair and honest evaluation.
- **Concerns about time-off needed by a potential candidate?** Seasoned experts and mothers returning to the work force may have additional requirements for time off for recuperation, additional vacation, and family needs. Flexibility on the hiring organization's side may land you a professional with the skills you need right now.

This is not a suggestion that you abandon prudence, judgment, and due diligence practices in the hiring process. But if your company consistently misses its objectives in hiring for less than critical reasons, then perhaps the beginning of this new year is the right time to evaluate your processes and introduce elements of the Pareto principle (80-20 Rule). In everyday terms, 80% of all the abilities you are seeking in a future employee may have to suffice in today's market, and it may just be enough to get your company's job done.

The following biographies are just a small sampling of the kind of talent available in our talent pool of over 21,000 experts. Please call our **placement managers** *if you are interested in learning more about these professionals, or check out our website for more candidates.*

Procurement Professional with a master's degree in marketing with more than 30 years of experience working for mid-sized to large service companies. Expert in negotiations, international supply chain operations and distribution center management, warehouse operations, and cost efficient logistics management, shipping, and receiving. Also experienced in procurement management for maritime, offshore, oilfield supplies, industrial, fuel, and specialty items sourcing and distribution. Geographic area of experience is the Gulf of Mexico. Software proficiency in SAP. Language proficiency in English, French, and Spanish. **Ask for PU803.**

Mechanical Engineer with a bachelor's degree in mechanical engineering technology and more than 30 years of experience in the offshore and onshore oil and gas industry. Expert in LNG facilities, offshore platform and subsea pipeline design, and petrochemical operations. Experienced with project management holding senior level positions, static equipment and piping analysis, and full life cycle facilities engineering and construction from FEED through mechanical completion and client acceptance. Geographic areas worked include the Gulf of Mexico, Malaysia, Singapore, Algeria, Korea, Indonesia, and Japan. **Ask for F1722.**

Subsea Engineer with a bachelor's degree in mechanical engineering and more than 20 years of domestic and international experience working with engineering firms and operating companies. Experienced in design and construction including HPHT, subsea pipeline and rigid riser design in water depths from zero to 10,000 feet, subsea manifolds, subsea isolation valves, and subsea high-integrity pressure protection system structure and piping design. Additionally experienced in floating production system interfaces, flexible risers and pipe, rigid reeled pipe-in-pipe and towed pipeline bundles. Software proficiency in Primavera, MathCAD, LUSAS, ANSYS, FS2000, and AutoPIPE. **Ask for F527.**

Structural Engineer with a PhD in ocean engineering and over 25 years of experience working for large EPC and engineering firms. Expert in design and conversion of subsea and offshore floating production systems. Additionally experienced in the design of drilling modules, HSE support, semi-submersible platforms, pipeline installations, and diverse subsea equipment installation projects. Licensed Professional Engineer in the state of Texas. Served as expert advisor to the US Secretary of Energy and chaired for the API Committee on wind load specifications. Geographic areas of experience include the Gulf of Mexico and Asia. Software proficiency in ANSYS, SACS, MORA, FLEXCOM, and AQUA. **Ask for MD52.**

Project and Construction Manager with a bachelor's degree in chemical engineering and over 35 years of experience working for major E&P, EPC, and engineering firms. Expert in onshore and offshore productions facilities design, planning and execution of oil and gas projects. Experienced in onshore and offshore pipeline design and construction projects, LNG and oil sand facilities projects, construction project schedules, and contractor evaluations, improvement and safety programs. Geographic areas worked include Europe, the Middle East and the US. **Ask for PM415.**

Geoscientist with MS Geology and over 30 years of experience working for both major and midsized companies. Expert in reservoir modeling and geosteering horizontal wells in clastic and carbonate reservoirs. Additionally experienced in exploration, production, and operations, particularly directing, planning and designing horizontal, horizontal multi-lateral, and ultra short radius horizontal wells to fit reservoir and production models. Geographical areas worked include west Texas, mid-continent, Gulf of Mexico, southeast Asia, and North Sea. Software proficiency in Petrel and Z-MAP. **Ask for G272.**

Geologist with a bachelor of science degree in geology and over 25 years of experience working in small oil and gas companies. Expert in workover recommendations on development wells. Additionally experienced in prospect generation, well monitoring, logging operations, seismic reprocessing, velocity modeling, subsalt and decollement studies, multi-layered mapping, and evaluating farm-out and acquisition opportunities. Geographic areas worked include the Gulf of Mexico, South America, and West Africa. Proficient in SMT, Landmark, and GeoGraphix. A Certified Petroleum Geologist and member of the New Orleans Geological Society, the Society of Professional Well Log Analysts, and the Southeastern Geophysical Society. **Ask for G2083.**

Geophysicist with a bachelor's degree in geophysics and over 30 years of experience in exploration and production management working for major oil and gas companies. Expert in exploration, prospect generation, and seismic processing management. Additionally experienced in 3-D seismic interpretation, AVO modeling, and offshore and onshore drilling and production operations. Geographic areas include the Gulf of Mexico, south Texas, south Louisiana, the US west coast, and Asia. **Ask for GP789.**

Geologist with a bachelor's degree in geology and 36 years of experience working for a major E&P company, a small independent, and as a consultant. Experienced in geoscience interpretation, development, exploration prospecting, geologic risk analysis, and integrated field studies. Geographic areas worked include North Dakota, Texas, Louisiana, and the Gulf of Mexico. Computer skills include SMT, Landmark, Petrel, GeoQuest, and GeoGraphix. Licensed Professional Geologist in the State of Texas. **Ask for GG494.**

CFO with a master's degree in accounting and taxation, a bachelor's degree in finance, and over 30 years of experience working for 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.**

Reservoir Engineer with a PhD in petroleum engineering and 12 years of experience in the oil and gas industry. Experienced in reservoir simulation, reserves analysis, risk analysis, acquisition evaluation, reservoir modeling including EOR schemes for shale reservoirs and CO₂ and WAG injection, depletion planning, economic evaluation, and feasibility studies. Geographic areas worked include the Gulf of Mexico, west Texas, north Africa, Russia, the Middle East, and Eastern Europe. Software proficiency in ECLIPSE, Nexus, VIP, OFM, Petrel, Crystal Ball, PVTsim, and CMG. **Ask for R1060.**

Reservoir Engineer with a master's degree in petroleum engineering and 20 years of oil and gas experience working for major and large independent oil and gas companies as well as a consulting firm. Experienced in reserve estimating, economic analysis, field studies, acquisitions, divestitures, and SEC reporting. Geographic areas worked include Texas, Louisiana, Mississippi, Alabama, Wyoming, Colorado, Angola, Gabon, China, Colombia, Venezuela, Ecuador, and Argentina. Software proficiency in ARIES, PROSPER, OFM, PHDWin, MBAL, Peep, SAPHIR and F.A.S.T. RTA. **Ask for R925.**

Reservoir and Production Engineer with a bachelor's degree in petroleum engineering and over 20 years of experience working for operators, a government agency, and a large service company. Experienced in classical reservoir engineering including decline curve, material balance, and volumetric analyses; determining capital expenditures, reserves studies, and the review of year end reserve reports. Additionally experienced in devising plug and abandonment procedures, environmental compliance, regulatory enforcement, permitting, and corresponding with inter-regulatory agencies. Geographic areas worked include the Gulf of Mexico and Texas. Software proficiency in ARIES and OGRE. Licensed Professional Engineer in the State of Texas. **Ask for P132.**

Reservoir Engineer with a bachelor's degree in chemical engineering, an MBA, and eleven years of experience working for majors and small independent operators. Experienced in reservoir studies, acquisition and divestiture analysis, production forecasting, economic modeling, and reserve estimating

and reporting. Also experienced in decline curve analysis, material balance, volumetrics, pressure transient analysis, nodal analysis, and well log interpretation. Geographic areas worked include Texas, New Mexico, and the Gulf of Mexico. Software proficiency in PROSPER, MBAL, GAP, VIP, ARIES, PHDWin, Peep, and HYSIM. **Ask for R654.**

Reservoir Engineer with a bachelor's degree in petroleum engineering, a MBA, and 24 years of experience working for energy investment institutions, operators, and an energy information company. Experienced in investment strategy, property valuations, portfolio management, due diligence for energy investing, and energy forecasting. Also experienced in reserves analysis, economic analysis, production forecasting, field development, and mergers and acquisition negotiations. Software proficiency in ARIES and PHDWin. Professional licenses include NASD 3 Futures and CFA level 1. Professional certifications include the Commodity Trade Advisor and EIT Professional Engineer certifications. **Ask for R1052.**

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more than 30 upstream disciplines at
www.collarini.com**

Pick "3" for 2014

Now may be a good time to set some resolutions to nudge your career forward. Experts agree that most of us fail by trying to do too much or by simply not being specific enough in our New Year's resolutions. Your goal may be to make a simple adjustment to your career, if you already are in the oil and gas industry, or even resolving to finally get into a completely different branch of the industry. Either way, being too general will probably not get the job done.

So in the spirit of realistic goal-setting, here are some things you can do to target your career in the direction you desire. You will find that the magic number is "three," as more items will clutter your list and your ambitions

- Identify three books or sites that relate to subject matters of interest that will increase your understanding of those areas. Carefully research these books beforehand so you don't pick titles that either miss the point or are already outdated - Ask a friend or mentor knowledgeable in the subject for recommendations.
- Look for three blogs or newsletters of interest to you that can enhance your career and subscribe to them. To help you focus, confine yourself to goal-related activities, and limit your "fun" time related to how you spend your time on the TV and internet - Consider this the equivalent of a spring cleaning for your mind.
- Choose three people you trust and admire, who you know will return your call or give you time for a visit, and deepen your professional relationship with them. Prepare in advance, and think about three things that each of these three people might appreciate receiving from you; a book or another favor would be a show of thanks.
- Take a close look at your computing skills, and identify three areas where you can improve by either learning a new piece of software or by deepening your existing knowledge in one. Be realistic enough about your prospects as you, for example, will not be able to learn three major databases in one year - Pick feasible goals.
- Identify three technologies or business trends related to your existing field that you wish to know more about, and start researching them. The world changes around us all the time, so it should not be too difficult to identify three topics that have an impact on your profession now or probably will have in the very near future.

Of course, you can find your own personal three areas you want to address. Again, the idea is to be specific and realistic about your goals. Let us know how you are doing, as we are interested in hearing about your own choices.

All the Best for 2014!

About Us

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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
Data Management	Process engineers
Drilling engineers	Procurement personnel
Drilling operations supervisors	Production engineers
Energy trading professionals	Production operations supervisors
Executives	Project managers and support personnel
Facilities engineers	Quality control and inspection personnel
Geologists, geophysicists, and petrophysicists	Reservoir engineers
Health, safety, and environmental personnel	Sales and marketing professionals
Human resources personnel	Technical writers
Instrument and electrical engineers	Technicians, drafting and graphic
IT professionals	Technicians, engineering and geoscience
Land, legal, and supporting personnel	
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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