



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

"These are the times that try men's souls"

Thomas Paine's words in reflection of the events challenging the young United States seem to have a true ring today. Our industry remains under scrutiny and adverse pressure from all sides. More than ever, it is important for those of us in our industry to keep a positive attitude since we KNOW the importance of oil and gas to our country and all democratic countries around the world; we are not perfect, but we need to spread our message about the technological advances and huge capital contributed by the industry. Staying focused and on message is even more important as we try to keep our great employees doing great things in their daily work. In our business of staffing and interviewing people everyday, we keep hearing what motivates people to stay with their current employers. We are calling this **"one employee at a time."**

In our continuing series to keep you apprised of skill sets, we take **another look** at reservoir engineering and the experience that is most sought after right now; GO SHALES!

Keep up the good work.

Your friends at Collarini

Upcoming Events



Gas Shales Summit

June 2-3, 2010
Houston, Texas
Marriot West Loop by the Galleria



ASME Annual Meeting
June 4-9, 2010
Pittsburgh, Pennsylvania
Omni William Penn Hotel

Employer Tips

How do we keep great employees today?

The answer to the question of keeping great employees in today's environment is still: "one person at a time." Despite that we see volatility in politics and commodity prices and a large number of baby boomers and a large number of Generation "Y" employees, that is still the answer: "one person at a time." Even in the middle of quiet layoffs, reorganizations, and hiring freezes, most employers realize the value of their human resources in ensuring the continuity and profitability of the company through effectiveness in implementing the strategy and plans. What are some of the reasons that people are attracted to new positions, and what can employers do to keep and attract talent? Here is some anecdotal evidence to think about, from actual interviews with people we have talked to in the last 18 months.

Two senior engineers decide to move to different consulting firms, because they both have been put in positions where management reporting and processes consume their energies. Both want to preserve their technical skills and technical management expertise with current experience; the smaller and more focused responsibilities in the consulting environment address these needs.

A senior operations manager desires to move closer to the Louisiana-Mississippi Gulf Coast. His family lost three houses during hurricane Katrina. The parents are elderly, and the family is trying to rebuild. He is very interested in moving to a location closer to home, and while the job is important, salary and position are less important than location. A company that can accommodate him will find themselves with a very competent and loyal employee.

A land manager evaluates his retirement options upon eligibility and, with interest rates as they are, elects to retire; he relocates to his original family home and takes a consulting position with a smaller, less stressful company. A senior geophysicist also evaluates his retirement options, elects to retire, and immediately goes back to work as a consultant for his old company with which he had been employed for over 30 years. Rehiring of annuitants is a very effective way of retaining talent.

A reservoir engineer becomes tired of long hours and travel. He takes a salary decrease to work closer to home and not so much stress. He has been able to join the PTA and participate in his daughter's school activities much more often. He is very happy.

A reservoir engineer and a geologist with young children want to work part time or from home. Both have been accommodated by new positions with companies that are comfortable with this situation. One company is a very small independent; the other is a major oil company.

Finally, in the baby boomer category, scores of people are seeking opportunities to accommodate their obligations to care for aging parents. Some seek positions that allow flexible time; some seek locations closer to the parents; boomers' parents are generally in their eighties or nineties and require family support.

Each of these true, but anecdotal situations can be addressed by many companies to keep great people. Larger organizations, of course, will have more flexibility to accomplish this, but the ideas can be adapted to fit a large array of situations. The message, again, is we have to know our people. Good luck!

Talent Pool

The following biographies are just a small sampling of the kind of talent available in our talent pool of over 19,000 experts. Please call our [placement managers](#) if you are interested in learning more about these professionals, or check out our website for more candidates.

Production Geologist with a master's degree in geology and over 30 years of experience with one major oil company. Experienced in production geology in the Gulf of Mexico and Gulf coast region. Additionally experienced in defining and developing outpost opportunities in the Gulf coast and evaluating reserves from log, seismic, and production data. Geographic areas worked include deep water Gulf of Mexico, Dalhart Basin, Arkoma Basin, Kansas, and Niger Delta. Software proficiency includes StratWorks, IESX, Z-MAP, GeoFrame, SeisWorks, VoxelGeo, and Petrel. **Ask for G102.**

Geophysicist with a master's degree in geology and over 29 years of experience with major, midsize, and independent oil and gas companies. Experienced in seismic interpretation, acquisition, processing, exploration, development, A&D, and modeling. Domestic geographic areas worked include deepwater Gulf of Mexico, east, south and west Texas, north and south Louisiana, Mississippi, Colorado, and Oklahoma. International geographic areas worked included Canada, Indonesia, Mexico, North Sea, Argentina, Holland, and Venezuela. Software proficiency includes Landmark and SMT. **Ask for GP307.**

Geoscientist with a master's degree in geology and over 30 years working for major and independent oil and gas companies and service companies. Experienced in geophysics, petrophysics, land, economics, well site supervision, and engineering. Additionally experienced in diverse exploration and development, working unconventional, clastic and carbonate reservoirs in over ten basins. Geographic areas worked include California, Kentucky, Illinois, Louisiana, Michigan, North Dakota, Oklahoma, and Texas. Software proficiency includes OpenWorks, PetroWorks, SeisWorks, StratWorks, OpenExplorer, Petra, SpecDecompSyntool, TDQ, Wellbore Planner, Z-MAP, SmartSection, DepthTeam, PostStack/PAL, and SpotFire. **Ask for G2020.**

Petrophysical and Petroleum Engineering Professional with a master's degree in petroleum engineering and over 36 years of experience working for a major exploration and production company. Experienced in multi-well exploration, development, reserve determination, property acquisition, and enhanced oil recovery. Additionally experienced in evaluation and development studies in complex lithologies and shaly sands, log-seismic interrelationships, the integrity of rock data, production performance, log interpretation, and mentoring others in those technical areas. A recognized authority in the identification and evaluation of low resistivity, low contrast pay zones. Geographic areas worked included all major-producing basins in North America, including Canada and Mexico, and in Europe, the Commonwealth of Independent States, Africa, South America, southeast Asia, Australia, and China. **Ask for GS249.**

Senior Petroleum Engineer with a master's degree in business administration, a bachelor's degree in petroleum engineering and 28 years of exploitation and production enhancement for large independent oil and gas companies. Expertise in asset management, prospect evaluation, budgeting and planning, staff management, and reserves evaluation. Experienced in production operations, completions, production and reservoir engineering, horizontal drilling and completions, and frac-pack design. Geographic areas worked include onshore Texas, Louisiana, and Mississippi, and the Gulf of Mexico shelf and deepwater properties. Technically proficient in PEEP, Aries, WEM, OFM, RIO and DynaCap. **Ask for M593.**

Oil and Gas Engineering Supervisor with a bachelor's degree in mechanical engineering and 22 years of experience with a major oil and gas company. Expertise in global leadership and integrity management of startup, maintenance, and operations for offshore oil and gas facilities. Experienced with complete operations from wellbore to sales point. Geographic areas worked include Louisiana, Texas, California, the Gulf of Mexico, the United Kingdom, Norway, Russia, Kazakhstan, Oman, and West Africa. **Ask for F1690.**

Project Manager with a bachelor's degree in mechanical engineering and 22 years of experience in the oil and gas and industry. Expertise in all aspects of project management including permitting, engineering, contracts, fabrication, transportation, logistics, and installation of structures and process facilities. Experienced in engineering design and construction of offshore oil and gas facilities as well as environmental testing and remediation. Geographic areas worked include Texas, Louisiana, Tennessee, Mississippi, the Gulf of Mexico, Australia, Malaysia, and Angola. **Ask for PM 381.**

HSE Director with master's and bachelor's degrees in business and 17 years of experience in the upstream oil and gas industry. Expertise in corporate management, development and implementation of companywide HSE functions. Experienced in HSE related activities for operations, drilling and completions including Haynesville and Marcellus shale plays. Additionally experienced working with regulatory agencies including the MMS, EPA, Texas Railroad Commission and the Texas and Louisiana Departments of Environmental Quality. Certified Safety Professional (CSP) and Occupational Health and Safety Management System Auditor. Registered Environmental Manager (REM). **Ask for HS 822.**

Reservoir Engineer with a bachelor's degree in petroleum engineering and eight years of experience working for mid-sized to large oil and gas companies and a financial institution. Experienced in acquisitions, divestments, economic modeling, reserves evaluation, and production forecasting. Geographic areas worked include Texas, Louisiana, the Gulf of Mexico, and West Africa. Software proficiency in ARIES, PHDWin, Power Tools, and HPDI. **Ask for R965.**

Reservoir Engineer with a bachelor's degree in petroleum engineering and more than seven years of experience in the oil and gas industry working for mid-sized to large independents. Experienced in strategic planning, lookback analysis, acquisition and divestment analysis, reserve analysis, economic analysis, production forecasting, and budget preparation. Geographic areas worked include Michigan, Alabama, Oklahoma, and Texas. Software proficiency in ARIES, PEEP, OFM, Petra, and SPOTFIRE. **Ask for R964.**

Production Engineer with a master's degree in petroleum engineering and seven years of oil and gas experience working for small to large independents. Experienced in horizontal completions, unconventional plays, workover design, nodal analysis, permitting, vendor relations, AFE preparation, project management, budget analysis, and waterflood and CO2 flood operations. Geographic areas worked include Montana, Mississippi, Louisiana, Alabama, and the Gulf of Mexico. **Ask for P625.**

Production and Reservoir Engineer with a bachelor's degree in chemical engineering and 30 years of experience working for large independents. Experienced in management, prospect evaluations, engineering field studies, acquisition analysis, and reserves system management. Geographic areas worked include Egypt, the offshore Texas coast, and Michigan. Software proficiency in ARIES and PanSystem. **Ask for PR629.**

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

Career Advice

Skills that Sizzle in Shale Gas

Stimulation knowledge. Shale gas is the hot, new resource play occupying center stage in the natural gas arena. Engineers desiring a part in the play should read further to discover what skill sets will get you noticed.

Stimulation knowledge. Shale requires stimulation. Engineers with advanced knowledge in well workover and intervention applications, particularly hydraulic fracturing, are in high demand. The low permeability of shale makes knowledge of how best to get gas flowing from the reservoir into the well bore critical. In a paper titled, *Unconventional Resource Recovery Improvement Using Conventional Reservoir Engineering Strategies*, the authors stated, "Often, the biggest challenge is not finding the productive zones as much as finding the zones that are most conducive to effective stimulation." Optimizing hydraulic fracture treatment characteristics, zone-by-zone, often determines the degree to which the available resource is recovered.

Advanced completion experience. Unconventional resource plays are often marginally economic; therefore, anything that results in efficiency gains and corresponding cost reductions is highly prized. Knowledge of advanced completion optimization techniques that include not only multi-well, multi-stage fracturing from one pad, but also include the knowledge of physically connecting several pads several miles apart to pumping equipment at a centralized location have the potential for dramatic cost savings. In a case study done by Encana on the Pinedale Anticline in Wyoming, 406 stages in 40 wells across 10 interconnected pads were hydraulically fractured in 2 weeks, resulting in a significant cost savings. *SPE: Tight Gas Completions Technology Applications and Best Practices, Dec 2008 - Simultaneous Operations for Multi-Well Completions.*

Reservoir characterization and simulation. Modeling flow in fractured reservoirs is difficult, but key to achieving maximum hydrocarbon recovery. In unconventional plays, the economic focus is on individual wells rather than entire reservoirs. The result can be minimized well cost at the expense of maximized hydrocarbon recovery. Fracture modeling provides the understanding of how the wells are being drained and what part of the reservoir has been stimulated resulting in increased efficiency of hydrocarbon recovery.

Engineers with the technical skills mentioned above, as well as experience working within an integrated team environment, and who possess a broad background in field development are the crown princes of today's hottest environment.

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):

Accountants and finance personnel
Administrative and clerical personnel
Business analysts
Civil and architectural engineers
Drilling engineers
Drilling operations supervisors
Executives
Geologists, geophysicists, and petrophysicists
Health, safety, and environmental personnel
Human resources personnel
Instrument and electrical engineers
IT professionals

Land, legal, and supporting personnel
Materials and corrosion engineers
Naval architects
Operations supervisors
Pipeline, riser, and subsea engineers
Process engineers
Procurement engineers
Production engineers
Project managers and support personnel
Quality control and inspection personnel
Reservoir engineers
Sales and marketing professionals
Technical writers
Technicians, drafting and graphic
Technicians, engineering and geoscience

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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