



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

The Transition is Upon Us...

Quietly, but noticeably, the changing of the guard is happening in our industry. Because of disasters, spills, and worries about government regulations we don't necessarily give the change in our industry the attention commensurate to its significance. The fact is baby boomers are ready to leave and have already begun to do so in many instances. This creates an interesting scenario in which critical roles must be filled by less experienced professionals, and younger professionals are supervising older ones.

We thought it might be time to interrupt our regular look at how the government affects our industry and the careers of the people who work in it in order to take a look at how a younger generation is quickly advancing into key positions and what companies can do to maintain and increase operations with less experienced professionals at the helm. Hope you find the articles interesting.

Your friends at Collarini

Upcoming Events



**SPE Americas Unconventional Gas
Conference**

**June 14-16, 2011
Waterway Marriott Hotel & Convention Center
The Woodlands, Texas**



SETTING THE STANDARD

ASME Annual Conference and Exhibition

**June 10-15, 2011
InterContinental Hotel
Dallas, Texas**

Employer Tips

Remaining Competitive with Less Experienced Personnel

Organizations faced with the challenge of bridging the age gap between skilled professionals approaching retirement and the young professionals whose success is critical to the future of the business also find themselves having to fill critical employee roles with less experienced personnel.

There are only two solutions to filling these roles: retain the personnel who are already in them or train the younger professionals to move into them. Successful organizations will combine both strategies to maximize favorable impact. You are likely already familiar with and implementing the strategies of bringing back retirees as mentors and trainers and implementing training and development programs to quickly make new employees fully operational. But there may be an area of excellence that you haven't implemented: fully integrating your human resource professionals into your strategic planning.

What role does your HR department play in hiring less experienced personnel capable of handling the challenges of your organization? The main function of a human resource department is to properly staff an organization; therefore, the HR department must understand the mission, goals, and strategies of the company they work for. The new business reality is that companies must be able to maintain and grow current operations with less experienced staff.

Executives and managers spend countless hours defining strategy and setting direction that they believe will result in increased profitability, effectiveness, and efficiency for their organization. But if this plan is not clearly conveyed to and understood by the department responsible for finding and training the personnel who will implement it, how successful will it be? For instance, you have a goal to increase your company's participation in shale plays; does your HR department know your main competitors and what they offer their employees? Are they familiar with the technology involved and training required? If the answer is yes, your company is better prepared to locate, compete for, and train the personnel necessary to achieve that goal. Even when the pool is filled with smaller fish, the HR departments that know and understand the goals are able to select better qualified candidates faster.

Executive leadership can effectively bring HR into the game by:

- Giving them a seat at the strategic table. View your HR department as a profitability contributor. Demand that they work synergistically with other departments to improve core competencies and competitive advantages.
- Challenge them to provide answers to strategic challenges from an HR standpoint. How can they help improve revenue streams, increase cash, and decrease costs?
- Help your HR department establish a vision that speaks to their value to the organization. Keep them focused on activities that directly help the company achieve its broad business objectives.

As you continue and even grow operations with less experienced personnel, you must use every resource at your disposal to gain the advantage. Mentoring and training of hires is important, but ensuring that you make the right hire is even more important. At Collarini Energy Staffing, we are backed by the full experience and technical knowledge of personnel with more than 30 years in the oil and gas industry. We stand by ready to assist your in-house staffing professionals or be your outsourced staffing professionals.

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.*

Geoscience Technician with 16 years of experience working for small and large independents and service companies. Expert in GIS mapping. Experienced in creating graphic presentations, preparing structure maps, structural cross sections, isopach maps, land maps, core data analysis, maintaining production reports, and records management. Software proficiency in AutoCAD, GeoGraphix, PETRA, ArcGIS, DrillingInfo, Photoshop, and CoreIDRAW. **Ask for TG674.**

Petrophysicist with a bachelor's degree in physics and 30 years of experience working for national oil companies, large independents, and service companies. Expert in open-hole, cased-hole, and production log analysis. Additionally experienced in evaluating conventional plays and unconventional oil and gas shale plays, managing engineering and geosciences teams, providing petrophysical support to production teams, preparing price schedules, and training and mentoring recently graduated geoscientists and engineers. Geographic areas worked include the deepwater Gulf of Mexico, the Permian Basin, South Louisiana, south and east Texas, Colorado, Nigeria, Canada, Oman, Saudi Arabia, and Malaysia. Software proficiency in GeoGraphix PRIZM, Interactive Petrophysics, LOGIC, PI/Dwights, GeoLog, and PowerLog. **Ask for GS201.**

Geoscientist with a master's degree in geology and more than 20 years of experience working for one major oil and gas company. Expert in exploration and a proven oil finder in deep water projects. Additionally experienced in seismic interpretation, risk analysis, stratigraphy, mapping, quality control, post stack processing, prospect evaluation and maturation, well operations, monitoring and interpreting acquired field data, scouting and unitization, and contract negotiations. Geographic areas worked include onshore and offshore West Africa. Software proficiency in Petrel, Charisma, and Landmark. Language fluency in French and German. **Ask for G1629.**

Geophysicist with a master's degree in geophysics and over 30 years of experience working for major oil and gas companies, large independents, and service companies. Expert in prospect generation. Additionally experienced in geophysical interpretations, seismic data acquisition and processing, joint venture participation and deal evaluations and negotiations, mentoring, and training. Additional experience in developing and implementing digital seismic databases. Geographic areas worked include the onshore and offshore Gulf of Mexico, south and west Texas, Mississippi, Alabama, and the U.S. mid-continent region. Software expertise in SMT, Landmark, GeoQuest, and Hampson-Russell. **Ask for GP224.**

Production Engineer with a bachelor's degree in petroleum engineering, an MBA, and 28 years of experience working for a large independent. Experienced in asset management, prospect evaluation, budgeting and planning, reserves evaluation, production operations, completions, and production and reservoir engineering. Geographic areas worked include the Gulf of Mexico shelf, Texas, Louisiana, and Mississippi. Software proficiency in Peep, WEM, OFM, DynaCap, and RIO. **Ask for M593.**

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.**

Reservoir Engineer with a bachelor's degree in petroleum engineering and three years of industry experience working for a mid-sized independent oil and gas company. Experienced in performing field studies, analyzing economics, building databases, performing rate transient analysis, estimating reserves, assessing drilling locations, and identifying plug and abandonment candidates. Geographic areas worked

include Texas. Software proficiency in ARIES, FEKETE RTA, PETRA, Spotfire, and iCompletions. **Ask for R1002.**

Reservoir Engineer with a master's degree in petroleum engineering, a doctorate in geosciences, and 13 years of experience working for a large independent and a major international oil and gas company. Experienced in asset management, commercial negotiations, A&D assessments, budgeting, forecasting, and strategic planning. Additionally experienced in reservoir monitoring, reservoir studies, field development planning, and economic analysis. Geographic areas worked include the Gulf of Mexico, Alaska, Venezuela, Ecuador, Brazil, west Africa, Denmark, and the North Sea. Software proficiency in ARIES, ECLIPSE, and OFM. **Ask for R1001.**

Project Engineer with a master's degree in mechanical engineering and 11 years of experience working for major and large independent oil and gas companies and engineering and construction firms. Experienced in coordinating engineering design activities, setting up construction support functions, and defining the scope, quality, cost, and schedule controls for FPSO facilities, gas gathering and compression facilities, and offshore production platforms. Additionally experienced in tankage and fluid transport systems, refinery, petrochemical, and chemical process facilities. Geographic areas worked include California, Texas, Louisiana, Kansas, Nebraska, and Nigeria. **Ask for F1512.**

Operations Manager with a bachelor's degree in mechanical engineering and over 32 years of experience working for small to large independents. Experienced in oil and gas production operations including field planning and development including FEED studies and preparation of proposals and operating manuals for a new Gulf of Mexico floating production facility. Experienced manager of design, engineering, construction, and maintenance projects. Served as liaison to internal exploration and development groups to aid in the planning of drilling and workover programs as well as to the MMS and other regulatory agencies. Geographical areas worked include the Gulf of Mexico, California, west Africa, Indonesia, Thailand, Norway, and the Netherlands. **Ask for PM133.**

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more than 30 upstream disciplines at**

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Career Advice

Why and How Recent Graduates Advance Earlier Within Organizations

Generation Y employees are currently in the building phase of their careers. Compared to their parents, baby boomers, Generation Y employees are expected to switch jobs on average 6 – 10 times throughout their careers whereas many baby boomers worked for one company throughout their entire careers. Generation Y is preparing and very concerned about the future.

According to a study by AchieveGlobal, 37% of Generation Y employees stated that career advancement was their number one goal: the factor that most motivated them in the workplace. And the most motivating factor for baby boomers who are now close to the end of their careers, according to this study, was flexibility in schedule/time off to do things outside of work, which came in at 37% also.

Generation Y employees present an attitude of maturity and forethought. Work life balance is a factor, but Generation Y employees are thinking long-term. They are being trained to take full control of their professional future in order to make sure they are progressing every step of the way.

Opportunities for recent graduates to advance early in their careers and in their organizations come from the following strategies.

Ask for more work

- this shows an interest and desire in what you are doing
- volunteer on committees whether it's within the organization or outside as part of a networking group; this gives valuable experience and broadens your skill sets for future opportunities

Find a mentor

- either inside or outside your company
- mentors are known to have influence on promotions

Talk to your boss

- share your career goals with him or her
- displays maturity and confidence
- share that you want the company to reach its goals as well as you reaching your goals

Be innovative

- find a way to think outside of the box and to present new ideas
- don't wait to be told what to do

Continue learning

- educate yourself to keep your skills very up to date
- find ways to continue to acquire new knowledge

Dress to impress

- always dress professionally
- when you look good, you feel good
- as you dress excellently, you must remember to perform excellently

Ask for feedback

- ask for advice on how you can achieve your individual goals of career advancement
- find out if you are contributing to the achievement of the company's goals

Always make sure to identify your possible career advancement opportunities and don't be afraid to speak your mind. It is each individual professional's responsibility to find avenues for growth. When it comes to career opportunities, there is only one individual who can create them, and that person is you!

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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Comments

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