



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

If your company is collectively scratching its head about what benefits it can offer to its workforce that are both unusual and financially feasible, then we may be able to give you a couple of ideas. Many companies are now focused on providing value to both the employee and the organization. The ones [we found](#) may get you thinking in that direction.

The industry is abuzz with talk of regulations. There are certainly some negatives, but not everything is as bleak as it sounds. We continue to believe that this industry is chock full of smart and inventive people who will maintain our long legacy of creating solutions to the challenges we face. Along the way, there are numerous ways to create new career opportunities for the right minded individual. Here are [some recent thoughts](#) on the matter.

We look forward to hearing from you.

Your friends at Collarini

Upcoming Events



**SPE Americas
Unconventional Conference**

**David L. Lawrence Convention Center
Pittsburgh, PA**

(June 5-7, 2012)



**Houston Geological Society (HGS)
TechnoFest Conference and Exhibit**

**Westin Galleria
Houston, TX**

(July 12, 2012)

Employer Tips

Do Your Company Benefits Benefit the Company?

Employee benefits are a crucial method to attract, motivate, compensate, and retain the most qualified employees. Programs that are connected to company performance, target the needs of your staff, and help sustain performance are most often the programs with the greatest impact.

Attracting new talent and retaining experienced employees is more important than ever. According to a MetLife Study of Employee Benefits Trends, 88% of employers expect the competition for valuable workers to increase or remain unchanged. Traditionally, when companies were feeling the pinch, employee benefits were one of the first things to be reduced or cut out completely; however, businesses now realize that developing employee loyalty is far more profitable than cutting benefits costs.

To get your creative juices flowing, we have included a few unusual employee benefit programs that have proven successful for companies.

Shopping Spree Contest! The premise of this benefit is to award deserving employees five minutes to get as many groceries in their shopping cart as possible. Employees qualify for the spree by meeting a previously defined standard or goal. Other team members get to come out and cheer on their coworkers to success.

Birthday Off! This is exactly what it sounds like. On your employees' birthdays, bring them in for a piece of birthday cake or a birthday breakfast and then give them the rest of the day off! If the employee cannot take that day off or their birthday falls on a weekend, give them a floating vacation day that they can use at their discretion.

Employee Committees Choose Wellness Programs! Let your employees decide which wellness programs your company will offer. To implement this benefit, establish an employee-run wellness committee to focus on physical, financial, and community wellness, as well as team building. Conduct a survey to learn what your employees want, and then establish a committee to decide how to implement them.

Benefits that put your company at the top of the list of most desirable places to work are truly a workplace enhancer. Remember that benefits are only benefits if your employees agree they are! They also don't have to break the bank. Flexible hours, personal days, or even a sporting event get together create invaluable employee loyalty.

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.*

Facilities Supervisor with a bachelor's degree in mechanical engineering and 22 years of experience working for a major oil and gas company. Expert in leadership and integrity management surrounding large offshore installations. Experienced in providing technical guidance with installation, start-up, and operations of marine equipment, pipelines, topsides piping, and subsea structures equipment. Geographic areas worked include California, the Gulf of Mexico, the United Kingdom, Norway, Russia, Kazakhstan, Oman, and West Africa. **See F1690.**

Facilities Subsea Project Manager with a bachelor's degree in mechanical engineering and 14 years of experience with engineering, service, and energy companies in the oil and gas industry. Experienced in technical product applications ranging from drill ship and offshore rig construction and commissioning, to downhole equipment and operations. Computer skills include EDR, Easydrill, and BHA prediction software. Trilingual English, Spanish, and Arabic. **See F1180.**

Environmental Engineer and HSE Specialist with a master's degree in environmental engineering and seven years of experience in the oil and gas industry. Expert in Phase I and II environmental site assessments, health-based risk assessments, pollution prevention, and waste minimization programs. Experienced in environmental compliance audits pertaining to the Clean Air Act, Clean Water Act, and Resource Conservation and Recovery Act regulations. Geographic areas worked include Texas, Louisiana, Oklahoma, Arkansas, Utah, Colorado, and Wyoming, and internationally in Iraq, Venezuela, Colombia, Mexico, and Brazil. Language fluency in English and Spanish. **See HS406.**

Mechanical Supervisor with an associate's degree and more than five years of experience in the oil and gas industry. Experienced in hydraulics, electrical equipment, and onshore and offshore mechanics. Additionally experienced in analysis, maintenance, and repair of deepwater platform equipment. Geographical areas worked include the Gulf of Mexico. Certifications include BCO, BS, OIM, hydraulics, electrical, and crane operations. **See TI362.**

Mechanical Engineer with a PhD in gas turbine technology, a master's degree in mechanical engineering, and 46 years of experience in all phases of offshore and onshore oil and gas production facilities. Expert in underground storage facilities, petrochemical plants, refineries, and pipeline systems. Experienced in project management of all phases and configurations of drilling rigs including ship-shape, jack-ups, and semi-submersibles in conventional and deep waters. Additionally experienced in DCS and supervisory control and data acquisition systems design, fabrication, offshore installation, hook-up, testing, and commissioning. Language fluency in English, German, French, Italian, and Arabic. **See PM273.**

Geologist with a master's degree in geology and four years of experience with a service company. Expert in sequence stratigraphic interpretation. Experienced in seismic interpretation, static reservoir modeling, reservoir characterization, regional modeling, diverse geologic field-mapping, and basin reconnaissance for unconventional prospects. Geographic areas worked include basins in Europe and North Africa. Software proficiency in Petrel and GeoFrame. **See G2153.**

Land Manager with a bachelor's degree in business and 30 years of experience with major oil and gas companies and small to large independent oil and gas companies. Experienced in maintaining surface and regulatory compliance for active drilling programs, negotiating third-party agreements, and completing acquisitions and divestitures. Geographic areas worked include the Permian Basin, Eagle Ford Shale, Haynesville Shale, and offshore Gulf of Mexico. **See L113.**

Licensed Attorney and Senior Counsel with MBA and 30 years of experience working domestic and international for large E&P companies. Expert in new ventures, acquisitions, and divestitures. Experienced in a full range of international negotiations and securing exploration and production rights. Geographic areas worked include Pakistan, Yemen, Qatar, UAE, Egypt, Libya, Nigeria, Liberia, Indonesia, Canada, and Ireland. Licensed in the State Bar of Texas, State Bar of Virginia, and District of Columbia Court of Appeals. **See L550.**

Geophysicist with a bachelor's degree in geophysics and structural geology and five years of experience working for a service company. Expert in salt and regional structure interpretation. Experienced in depth velocity model building, the derivation of anisotropic parameters, tomography updates, subsalt velocity updating, and sediment geobody interpretation. Geographic areas worked include the Gulf of Mexico. Computer skills include GIS, ArcMap, Hampson-Russell, and proprietary geoscience software programs. **See GP1206.**

Drilling and Production Engineer with a master's degree in chemical engineering and 44 years of experience working for operators, service companies, and as a consultant. Experienced in drilling, completion, and reservoir engineering; trouble-shooting operations; equipment selection; and supervision of operations on land and offshore. Additionally experienced in the development of subsea equipment and deepwater drilling and production operations. Licensed Professional Engineer in the State of Texas. **See DP230.**

Reservoir Engineer with a bachelor's degree in mechanical engineering and 35 years of experience working for mid-sized to major oil companies and as a consultant. Experienced in compositional reservoir simulation, reservoir characterization, log analysis, rock and fluid property evaluation, emerging property evaluation, depositional geology, reservoir mapping, and the design and maintenance of secondary recovery projects and EOR projects. Additionally experienced in the development of training classes. Geographic areas worked include the Gulf of Mexico, Texas, Louisiana, Europe, Latin America, and the Far East. Software proficiency in RMS and Landmark's VIP/Falcon simulator. **See R776.**

Production and Reservoir Engineer with a master's degree in petroleum engineering and six years of experience working for service companies. Experienced in enhanced oil recovery, depletion planning, reservoir studies, reservoir simulation, reserve estimation, nodal analysis, and field development planning. Geographic areas worked include Texas, Oklahoma, Louisiana, the Gulf of Mexico, and Kazakhstan. Software proficiency in PROSPER, OFM, MBAL, Eclipse, and PVTsim. **See PR640.**

Reservoir and Production Engineer with a bachelor's degree and two years of oil and gas experience working for an operator. Experienced in acquisition evaluation, capital budgeting, reserve reporting, hydraulic fracturing, and oversight of production and workover operations. Geographic areas worked include the Permian Basin and south Texas. Software proficiency in ARIES, WelleZ, PI Dwrights, and Drilling Info. **See PR638.**

Geoscience Technician with a bachelor's degree in geography and under one year of experience working for a service company. Experienced in data processing, 2D and 3D seismic data loading, data management, and 3-D imagery. Software proficiency in ArcGIS. Certified in GIS. **See TG836.**

Engineering Technician with a bachelor's degree in business administration and over 25 years of experience working for major E&P companies. Experienced in supporting the geoscience, drilling, completion, and production teams through QAQC, data management, designing and generating engineering wellbore schematics, and research and analysis of well data. Software proficiency in OpenWells/DIMS, WellView, TOW, and PI/Dwrights. **See TG225.**

Engineering Technician with 15 years of experience working for a large independent oil and gas company. Experienced in loading and analyzing integrated sales volumes, processing monthly allocations and regulatory reports, processing monthly prior period adjustments, preparing annual state

reports, coordinating with Sarbanes-Oxley auditors, streamlining reporting processes, and training and coaching junior analysts. Geographic areas worked include Texas, Louisiana, and the offshore Gulf coast. Software proficiency in Oracle P2. **See TE511.**

Engineering Technician with 31 years of experience working for small to large E&P companies. Experienced in creating and maintaining databases, evaluating wells by retrieving data, running economics, and managing capital accounting data. Geographic areas worked included Texas and Louisiana Gulf Coast, Egypt, the North Sea, Argentina, and Canada. Software proficiency in ARIES, PHDWin, and Peep. **See TE223.**

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more than 30 upstream disciplines at**

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Career Advice

Regulations, Regulations

Recently, we have talked about the avalanche of new and tightened regulations and how they can affect an individual's career. The news of the day as reported by the media, special interest groups both for and against our industry, and a political landscape using the issues to influence an election could scare the heebie-jeebies out of anyone even a little faint of heart. Should we believe that the sky is falling on the entire oil and gas industry? From our perspective nothing is further from the truth; we face a challenge to be met.

We believe that new rules and regulations, once completely understood and processed into any operator's or service company's organization, will have the positive effect of making our industry safer and more efficient - if one considers safety and efficiency as important drivers in a company's performance.

Despite the increase in regulations, this country will continue to produce the energy it needs to keep its industries humming and society safe. Recent reports indicate that overall the U.S. could become a net exporter of oil and gas. To use an old adage, there are many points of light in our industry - growing interest in CNG and LNG, the potential for major untapped oil reserves in the U.S, the continual development of oil and gas technologies as recently seen at the OTC - the list is long with opportunities for our country's energy security. What do all of these factors have in common? Job opportunities! Behind every risk is an opportunity for the career-minded individual to make a good move and add value. Simply looking at the challenge from a different perspective could spell success for the positively minded individual.

Offshore

Macondo was a game changer. Or as one person put it: a perfect storm of an accident with the lowest possible probability and the highest maximum impact. Chances are that an accident such as this will not happen again soon, if ever; too many protective measures have been put in place to reduce risk. Some fear this event will kill the offshore industry; some will succeed by seeking their advantage.

Improved BOP technology is at its highest level. OTC 2012 showed examples of our industry's brilliance and ability to respond quickly to very difficult challenges. Technologically, we will continue to develop even safer and more advanced solutions in this area. We have seen an interesting increase in demand for professionals with an advanced understanding of BOPs to help develop even the next generation in technologies.

HSE expertise is in high demand. All companies are doing the right thing for their shareholders and for their communities. Safety processes are reviewed, enhanced, and toughened where they need to be. The industry has reacted, and talent has risen to the occasion.

The GoM cleanup efforts provided insight into the impacts of chemicals and non-natural materials which might harm the ecosystem. Scientists are working hand-in-hand with HSE experts to study more natural cleanup methods which can assist nature as it cleans up itself. Certainly the results will find their way to the consulting and service industry to assist in the future. The entire industry was affected by the deepwater tragedy, but we will prevail if we are diligent in employing the lessons learned.

Onshore

The search terms "fracking" and "hydraulic fracturing" combined have about 20 million hits when searched on Google. Not quite up there with the big search names, but considering that "BP Macondo" gets under two million, it is noticeable how this subject has moved to the forefront of environmental and regulatory concerns. As science and reason prevail, the exploration and development of shale plays around the U.S. seem to be the real game changers and a full-fledged boon to all seeking employment in this industry. Watch for these trends and factors as they play out.

New standards in the Clean Air and the Clean Water Acts are emerging as the industry realizes large increases in natural gas production. No one is disputing that the frac process produces emissions which can contain methane, volatile organic compounds and toxic chemicals such as benzene. This would generally spray into the environment were it not for technologies which do exist.

Natural gas production in the U.S. is at an all-time high, and there are now serious challenges to storage as we seem to be bursting at the seams in gas. In the mid- to long-term, this much gas gives us the opportunity to find new markets. CNG and LNG are getting attention, with gasoline replacement and exportation no longer dreams, but emerging realities for companies that made the investments a decade ago. With more and larger scale user groups in the U.S., such as power plants, bus fleets, and CNG powered equipment and vehicles this is an area with plenty of future employment opportunities.

The midstream industry will yield employment opportunities transporting oil and gas to new markets as regulations are understood and safe routes are developed. The administration has since approved the southern leg of the Keystone project while rumor has it that the project will be approved in full before the election. Bottom-line for job seekers: This is a viable and interesting branch in our industry that will need a lot people to build and eventually operate.

Look for the silver lining while keeping your eyes on the clouds. Staying informed and ahead of the hubbub will serve us well in the long run.

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
Administrative and clerical personnel
Business analysts
Civil and architectural engineers
Drilling engineers
Drilling operations supervisors
Energy trading professionals
Executives
Facilities engineers
Geologists, geophysicists, and petrophysicists
Health, safety, and environmental personnel
Human resources personnel
Instrument and electrical engineers
IT professionals
Land, legal, and supporting personnel
Marine engineers and naval architects

Materials and corrosion engineers
Mechanical engineers
Operations supervisors
Pipeline, riser, and subsea engineers
Process engineers
Procurement personnel
Production engineers
Production operations supervisors
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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