



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

We receive frequent questions concerning the future of hiring and careers in the shale plays and in the deepwater segment of our industries because both of these industry segments are engulfed in some uncertainties right now. Our outlook is optimistic, because at the end of all politics and media attention the production will continue because our country needs energy. And it will continue with new regulations which will have to be managed by the companies involved in the business of producing. Companies involved offshore will see a whole slew of natural scientific careers developing. We took a **closer look** of where we think the expertise will be needed. Continuing our focus on careers in the shale we came up with a **few observations** for those seeking to understand the needs for engineers and scientists.

Whether you are looking for a quick check on your career or for ideas about hiring trends we think you will find our thoughts helpful.

Your friends at Collarini

Upcoming Events



Summer NAPE Expo

August 18-20, 2010
Houston, Texas
George R. Brown Convention Center

ASCE Pipelines Conference

Pipelines

Climbing New Peaks to
Infrastructure Reliability:



Renew, Rehab
and Reinvest

Keystone, (Dillon) Colorado

ASCE Pipelines Conference 2010
August 28 - September 1, 2010
Keystone, Colorado
Keystone Resort and Conference Center

Employer Tips

The Work Continues

The questions continue. How will the oil spill affect hiring and employment for the industry? Which capabilities will see an increase in demand, which a decline? What will the market be for new graduates and for the experienced professional? No one can predict the precise outcome for every segment of the industry nor for every individual; however, reasonable predictions can be made about future job markets.

First things first: industry focus must be on the clean-up and restoration of the gulf as well as regaining the trust and confidence of the people we serve. The great news is the Gulf of Mexico IS big, nature IS resilient, and WE have the brightest minds in the world in our industry. Therefore, balance and order will be restored to the gulf.

In the meantime, we predict that changes resulting from lessons learned will be a catalyst for industry growth as more expertise will be needed in different areas. The new "centers of activity" that will boost growth and increase hiring demands going forward will include:

Clean up

The Gulf clean up will require many hands and various skill sets for years to come. Requirements will cover a broad range of talent from HAZMAT experts to a variety of biologists with varying expertise such as marsh land, marine life or microbiology, and waste management experts.

Post-clean up

Once the immediate clean-up process is complete, long-term effects need to be observed and counter-measured where necessary. This will require biology, marine technology, and toxicology experts.

Preventing loss of lives and future spills

Increased regulation aimed at preventing future spills and loss of life will affect the entire industry. Drilling, completion, production, and operations professionals with the knowledge and experience to produce oil and gas safely will remain in high demand. Furthermore, better and safer design will be critical to the industry's future, placing mechanical, electrical, structural, and other QA/QC professionals in the "most wanted" category.

Natural Resource Conservation

We don't deny that, when handled improperly, drilling for hydrocarbons can seriously damage the environment. Many of us who work in this industry also live and raise our families within the gulf coast community. We too do not want the waters polluted or the land destroyed. To that end, expect to see more companies employ biologists and natural scientists to fully participate in the planning of exploration and development projects to prevent damage as well as evaluate reaction plans in case of an emergency.

Alternative energy

It is a fact that our country must develop new sources of energy. Our industry's current role as the lead energy provider, gives us a distinct advantage in maintaining a similar role

in the development of alternative energy. As we embrace the synergy between alternative energy and hydrocarbons, we will be in the forefront of the development of a major plan that will incorporate all resources in answer to our global needs. Engineers with an interest and expertise in infrastructure and power will see rewards.

By conquering the challenges and engaging in the change we will make our industry and our country better.

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.

Geophysicist with a bachelor's degree in geophysics and more than 25 years experience in large and small oil and gas companies. Experienced in prospect generation, exploration, and development, which include seismic interpretation, mapping, AVO studies, reserve evaluation, field acquisition, volume purchase agreement negotiations, and strong subsalt experience. Additional experience includes the generation of offshore prospects for lease sales resulting in discovery of new gas fields, and creating sales presentations to partners. Geographic areas worked include the Texas, Louisiana, and Mississippi Gulf coast areas; and the Gulf of Mexico shelf and deepwater areas. Computer skills include SMT, GeoQuest, IESX, Landmark, Zycor, GeoViz, Hampson-Russell, GDC MOD, and SAAM-Rose economic software. Registered Texas Board of Professional Geoscientists and member of AAPG, SEG, HGS, GSH, and DGS. **Ask for GP1086.**

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.**

Licensed Attorney with 21 years of experience working for midsize and small independent oil and gas companies. Experienced in insurance, indemnities, risk, ethics requirements, negotiating, administrating, and providing dispute resolution of commercial transactions, and mergers and acquisitions. Additionally experienced in production sharing agreements, lease agreements, service agreements, petroleum licenses, operating agreements, farm-ins and farm-outs, joint venture agreements, production handling agreements, crude, NGL and natural gas marketing, transportation arrangements, confidentiality agreements, joint bidding agreements, and employment agreements. Geographic areas worked include the Gulf of Mexico, Florida, Texas, Albania, Australia, Canada, Central America, China, Egypt, India, Indonesia, Iran, Libya, North Sea, South America, and Yemen. **Ask for L108.**

Land Manager with a master's degree, CPL certification, and over 30 years of experience working for major and midsize oil and gas companies. Experienced in contract law, fundamental project economics involving capital investment into drilling ventures, gas marketing strategies, and economic appraisal and valuation of producing properties. Additionally experienced in building and managing land departments and managing field

landmen. Geographic areas worked include the Marcellus Shale, onshore and offshore Gulf of Mexico, Louisiana, New Mexico, and Texas. **Ask for L888.**

Reservoir Engineer with a bachelor's degree in petroleum engineering and 30 years of experience working for a large independent oil and gas company. Experienced in reserves analysis, cash flow analysis, risk analysis, portfolio management, waterflood design and execution, and exploration project support. Geographic areas worked include the Gulf of Mexico shelf and deepwater, Texas, Louisiana, and the Appalachian basin. Software proficiency in Peep, OFM, ECLIPSE, F.A.S.T. RTA, WEM, PETRA, Pete Rose, Gemini Systems Simulation Suite, and SAPHIR. **Ask for R975.**

Reservoir Engineer with a master's degree in petroleum engineering and 29 years of oil and gas experience working for an independent oil and gas company, consulting firms, and as a consultant. Experienced in shale gas and CBM unconventional plays, completion design and execution, field optimization, fracturing, enhanced oil recovery management, reservoir simulation, economic evaluations, and exploration. Geographic areas worked include Colorado, Kansas, Kentucky, Louisiana, Mississippi, and Pennsylvania. Software proficiency in Peep. **Ask for R974.**

Production Engineer with a bachelor's degree in petroleum engineering and 33 years of experience working for large independents. Experienced in business process optimization, operations planning and budgeting, nodal analysis, completion design, production optimization, and best practices implementation. Geographic areas worked include the Gulf of Mexico shelf. Software proficiency in Peep, WEM, and OFM. **Ask for P640.**

Drilling Engineer with a bachelor's degree in mechanical engineering and 30 years of experience working for independent oil and gas companies and as a consultant. Experienced in deepwater design and operations, workovers, HPHT drilling, ERD, and high-angle directional drilling. Geographic areas worked include California, Texas, Louisiana, the Rocky Mountains, the Gulf of Mexico, Venezuela, West Africa, Brazil, Canada, and the Gulf of Thailand. **Ask for D449.**

Sales Manager with a bachelor's degree in chemical engineering and 30 years of experience in the application of packaged equipment and systems to the oil and gas industry. Expert in the sale and service of packaged systems and equipment including electric motors, gas/diesel engines, gas/steam turbines and control systems. Experienced in marketing, sales, and manufacturing in the US, Mexico, Venezuela, Colombia, Argentina, and Peru. Language fluency in English and Spanish, and reading and speaking proficiency in German. **Ask for SM365.**

Manager with a bachelor's degree in mechanical engineering, masters' degrees in business administration and project management, and 14 years of experience in the oil and gas industry. Expertise in strategic planning, product development and design, resource management, and reliability engineering. Experienced in product and process development, budget management, customer relations, vendor partnerships and negotiations, planning and forecasting, value engineering, and program and project management. **Ask for F1697.**

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.**

Applications Engineer with a bachelor's degree in mechanical engineering and 32 years of experience in the upstream oil and gas industry. Expert in skid mounted package design, machine design and product development, prototype testing, evaluation and product improvement, and flow control systems. Experienced in reverse engineering to generate product design data for existing parts and assemblies, and performing stress analysis for the design of structural, rotating, and pressure vessels. Licensed Professional Engineer in the State of Texas. **Ask for F1426.**

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

www.collarini.com

Career Advice

We Shale Overcome

At a time when the U.S. is searching for ways to overcome its dependence on imported energy sources, the "natural gas revolution" holds promise as a viable alternative. Despite the moratorium on deepwater drilling shale activities continue and as the industry awaits revised federal regulations for offshore exploration and production, the excitement in U.S. gas shale plays continues on an upward trend. This "game changer" is referred to in the Wall Street Journal as the "**shale gale**", and the Commonwealth Foundation describes it as "**the modern day gold rush**". This enthusiasm evokes memories of a century earlier where wildcatters discovered fields in Pennsylvania, West Virginia, and Texas, and men and equipment risked it all to "bring 'er in". But unlike those pioneers, recent technological advances in horizontal drilling and hydraulic fracturing have resulted in the "bonanza at Barnett", "hallelujah at Haynesville", the "miracle of Marcellus", and the "excitement at Eagle Ford", to name just a few, which is reflected in overall industry optimism and economic growth gas shale extraction has had on these areas.

With this predicted abundance of natural gas there is the potential to provide residential, commercial, manufacturing and power generation markets with a long term supply of clean burning, reliable energy source.

According to the **Energy Information Administration**, by 2035, shale gas is expected to provide 24 percent of the total U.S. gas production. With the majority of gas production occurring in the Northeast, Gulf Coast and Midcontinent states, subsequent direct and indirect employment growth is expected to support this activity. But the real opportunities may lie with the potential economic impact on communities where shale extraction occurs. State and local coffers are poised to recognize substantial revenues directly from severance and ad valorem taxes, and indirectly from increased local economic activity.

The need for geotechnical and subsurface talent is obvious, however, since many of the shale plays are located in rural areas lacking infrastructure, supportive roles are also primed for growth. Among these necessary roles are:

- Facilities Engineers responsible for the design, installation, construction, and day-to-day operations and maintenance of surface facilities including water sourcing, gas gathering, wastewater treatment, and storage systems

- Pipeline Engineers for the design and construction of new or converted pipeline infrastructure, pipeline maintenance, and gas transportation
- Project Managers responsible for overseeing multiple projects simultaneously, developing project scopes, schedules, cost estimates, reports, and coordinating project activities including the engineering, ROW, title, permitting, and route development
- Environmental Engineers with expertise in monitoring and permitting for air, water, ground, and noise considerations in compliance with federal, state, and local regulations
- Additional support staff including landmen, supply chain, fabricators, welders, gas and measurement technicians, pumpers, inspectors, and management staff

But don't start celebrating just yet! This gas rush is not without controversy. The primary stimulation method, hydraulic fracturing, is being highly scrutinized by state and federal regulators, and fervent environmentalists fearing the contamination of ground water reservoirs by the chemicals used in fracturing fluids. At the other end of the spectrum are local, state and federal governments poised to change their current tax structure and reap their "fair share". Taken to excess, companies will need to reassess project feasibility, potential, and return on investment. In short, if new regulations and taxation become disproportional, these communities run the risk of killing the fabled "goose that laid the golden egg".

If the industry can overcome these hurdles, this natural gas revolution could power the industry and country well into the next century.

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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