



Our Perspective

The Transition is Upon Us...

Our focus this newsletter will again be on interviewing and the hiring process. The point is that proper preparation can help a candidate's and the employer's case in making the hiring and matching process successful.

If you are thinking about hiring and you are not sure whether you need a job profile, then the answer to that question should be a resounding "yes." After reading our [article](#), you will see why all participants involved in the process will benefit from this simple, yet effective, procedure.

And no matter how much we advise candidates to carefully research the companies they want to work for, this area still can use improvement. We gathered some important [fresh tips](#) and hope you can put them to good use.

Hope you are having a great summer!

Your friends at Collarini

Upcoming Events



**Summer Nape 2011 Oil and Gas
Prospect and Property Expo**

**August 17 - 19, 2011
George R. Brown Convention Center
Houston, TX**



**Society of Exploration Geophysicists
Annual International Expo & Meeting**

**September 18-23, 2011
Henry B. Gonzalez Convention Center
San Antonio, Texas**

Employer Tips

Importance of a Good Job Profile in the Hiring Process

Increasingly, companies are looking for highly qualified and exceedingly productive candidates in a diminishing pool of talent. In order to find the best talent for your company's needs you must first determine and articulate what is important to you in a successful hire.

Don't let others decide what is important to you. This should be done through a strategic planning process to ensure the new hire supports organizational objectives. Meet with your HR or outside recruiter and those in the company that have a stake in the hiring decision. This meeting should determine the optimal profile, availability in the current labor market, any anticipated obstacles, career paths, selling points of the position, and necessary experience requirements. The job description should be written to support departmental or organizational goals. It should accurately reflect specific job duties, responsibilities, and performance expectations. Assure that job responsibilities are clearly defined, and avoid unrealistic expectations or disconnects on procedures, roles, and responsibilities.

This would be a good time to look at your internal talent to determine whether you need to look externally in your search. If an external search is required, look at your strong performers and determine those top qualities you would like to see in your next employee.

Once the final job description is complete, make sure all members of the interviewing team have a copy to review and prepare for the interviews. It's imperative that all interviewers are in agreement as to what the hiring profile is and that they send a consistent message to the candidate on the position, company, and culture. In order to have a productive interview, each interviewer should have a specific list of questions. Remember that the best candidates are also interviewing you and the company. They're assessing how you measure up to their expectations, the company's vision, the caliber of leadership, the career path, and the culture. As a result, everyone who participates in the interviewing process should devote some time to addressing these topics, selling the opportunity, and ensuring that the candidate experience is a good one.

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Be sure to circle back with the team to get everyone's feedback as quickly as possible after the conclusion of the candidate interviews while impressions are fresh in their minds. Remember that in today's market the great candidates are likely interviewing with your competitors, so don't let the "big fish get away".

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.*

Registered Professional Landman with 16 years of experience working for an independent oil and gas company and land service companies. Experienced in both in-house and field operations with responsibilities in full cycle land management for exploration, development, and acquisitions and divestitures. Additionally experienced in due diligence, land and lease records, division orders, and hiring, training, and managing land department staff. Geographic areas worked include Texas, Louisiana, California, Pennsylvania and New York. **Ask For L974.**

Geophysicist with a master's degree in geophysics and 26 years of experience working for a large and mid-sized oil companies. Expert explorationist in offshore and onshore seismic interpretation. Experienced in subsalt interpretation, seismic modeling, and mapping. Additionally experienced in play development, prospect maturation, data integration, and well planning. Geographic areas worked include North America, Asia, Africa, Central and South America and Europe. Software proficiency in GeoQuest Landmark Paradigm SMT

Central and South America, and Europe. Software proficiency in GeoQuest, Landmark, Paradigm, SMT, Hampson-Russell, and PI/Dwights. **Ask For GP382.**

Geoscience Technician with 20 years of experience working for major and large independent oil and gas companies. Expert in managing large geoscience data rooms and providing user technical support. Additionally experienced in systems networking, diagnosing and repairing operating systems, solving hardware and application issues, assisting non-technical internal and external geosciences clients, and overseeing and conducting data conversion projects. Software proficiency in GeoQuest, GeoFrame, IESX, StratLog, GeoViz, Landmark OpenWorks and StratWorks, MapView, ArcGIS, PETRA, Recall, GeoGraphix, Lexco OWL, ZEH Graphics, Legato Network backup, PI/Dwights, and Petrel. **Ask For TG292.**

Geoscience Technician with 11 years of experience working for large oil and gas companies. Experienced in data loading, troubleshooting, and creating maps and spreadsheets. Additionally experienced in generating digital base maps and montages, planimetry contours and faults, and digitizing maps and logs. Software proficiency in ArcGIS, GeoFrame, vi-Editor, OpenWorks, OpenExplorer, PetroWorks, SeisWorks, WOW, Z-Map, Geolog, Finder, NeuraLog, NeuraMap, NeuraSection, Petra, PLAT, PI Dwights, P2000, PhotoShop, and AutoCAD. **Ask For TG688.**

Executive Engineer with a bachelor's degree in petroleum engineering and 25 years of experience working for small to mid-sized independent oil and gas companies. Experienced in engineering management, risk management, budgeting, prospect evaluation, economic analysis, strategic planning, and asset management. Geographic areas worked include Texas, Louisiana, the mid-continent, California, Michigan, and the Gulf of Mexico. Software proficiency in ARIES. **Ask For R947.**

Reservoir Engineer with a bachelor's degree in electrical engineering and more than 30 years of oil and gas experience. Experienced in oil and gas acquisitions, corporate lending, cash flow analysis, reserve evaluations, economic evaluations, and project risk analysis. Geographic areas worked include New Mexico, west Texas, Louisiana, the Gulf of Mexico, and Mexico. Computer skills include ARIES, Peep, OFM, and MS Office. **Ask For R694.**

Drilling and Production Engineer with a master's degree in petroleum engineering and 35 years of experience working for mid-sized to large independents as well as a major oil and gas company. Experienced in drilling, production, facilities, and pipeline operations; budgeting and cost control, workovers, recompletions, facility and pipeline maintenance, and production optimization. Geographic areas worked include the Gulf of Mexico shelf and deepwater, Texas, Mississippi, Alabama, Colorado, Utah, Montana, Wyoming, New Mexico, and North Dakota. Software proficiency in ARIES, PROSPER, and Field Direct. **Ask For DP278.**

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.**

Petroleum Engineer with a bachelor's degree in mechanical engineering and five years of oil and gas experience working for a large independent. Experienced in identifying candidates for optimization, performing nodal analysis, preparing AFEs, filing regulatory reports, monitoring reservoir performance, evaluating fracture techniques, and analyzing reserves potential. Geographic areas worked include west Texas. Software proficiency in PROSPER, Peep, OFM, SNAP, Saphir, and Enerdeq. **Ask For R963.**

Subsea Engineer with a master's degree in electrical and mechanical engineering and 15 years of experience working for oil and gas service companies. Expert in designing deepwater subsea control and production systems. Experienced in designing umbilicals, performing FEED studies of subsea drilling, developing procedures for control systems integration testing, installation and commissioning activities, and ensuring compliance with API, ASME, and ISO 9001 standards. Geographic areas worked include the U.S. and the Ukraine. Software proficiency in AutoCAD. Language fluency in Ukrainian. **Ask For MD0117.**

Instrumentation and Control Engineer with a bachelor's degree in electrical engineering and over 20 years of experience in oil and gas, waste treatment, nuclear, and utilities and power industries. Expert in conceptual design engineering of highly automated controls in ESD, SIS, BPCS, BMS, CMC, and F&G systems. Experienced in DCS configuration, graphic development, PLC programming, and HMI interface. Proficiency in DCS systems (Honeywell TDC3000, and TPS), PLC systems (Triconex, Tristation 1131, AB PLC5, Modicon 984, Honeywell FSC, August, and GE Fanuc), Graphic systems (Foxboro IA, and Honeywell HMIWeb Experion C200 PKS), PLC/HMI/DCS interface systems (Siemens S7-400, Schneider, Magelis, Delta V, and Yokogawa), and CAD systems (SmartPlant Intergraph Microstation, and AutoCAD). **Ask For DR0284**

systems (SmartPlant Intergraph Microstation, and AutoCAD). **Ask For DB0284.**

Facilities Engineer with a bachelor's degree in chemical engineering and 16 years of experience in the oil and gas industry. Expert in the design of onshore and offshore production facilities. Experienced in brownfield project management and operations engineering, cost estimating, construction management, hook-up and commissioning, and fabrication oversight. Geographic areas worked include Texas, Louisiana, Trinidad, Singapore, Angola and Israel. Licensed Professional Engineer in the State of Texas. **Ask For F1742.**

Health, Safety, and Environmental Engineer with a master's degree in environmental management and 16 years of experience working for environmental and engineering consulting firms. Expert in environmental and safety regulatory compliance. Experienced in occupational health, industrial hygiene, air, waste and water permitting, and chemical exposure compliance. Additional experience in safety and risk management, behavior base programs, safety training, development of HSE guidelines and procedures, and conducting safety audits. Software proficiency in Maximo, GeoLearning, SharePoint, and MSO Suite. Certifications include Board of Environmental Health and Safety Auditors (BEAC), and Hazard Materials Manager (HAZMAT). **Ask For HS0171.**

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

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Career Advice

Where do you want to work?

You need to be prepared for every job interview; not being prepared is reckless, and most candidates are reasonably prepared to answer basic questions as to why they want to work for a specific company. But there is a rub. Since everybody is prepared reasonably enough, candidates who are best prepared do stand apart from the crowd.

Here are some ideas on how you can outshine your competition.

1. Size of organization

For companies that are known and have good name recognition, this is an easy question to answer. But how well do you know the size and the products or services of the company with whom you are interviewing? This will become important, for example, where a division of a large corporation acts as a relatively independent unit. On the other hand, other organizations are very connected globally, changing the business climate and the way things get done, substantially by employing more chains of command.

2. Financial reliability:

Major companies that are traded publicly are likely to be less risky than smaller companies. So the smaller the company, the more it is important that the candidate understands the financial condition of a potential future employer. Checking for successful acquisitions or completed projects can be a very important index. Is the company appearing to shop around looking for different focus areas? While not necessarily bad, this could be an indicator that it has not reached the stability you may want.

3. Chemistry:

Chemistry, or culture, is a critical aspect to know about the company you are interviewing and an area that can be investigated in an interview.

Getting to know as many individuals as you can in the organization and listening to their views, both business and personal, is an important area of research. The people directly responsible for interviewing are not enough to get the full picture. Smart companies have interview panels made up of employees from different levels within the organization. And smart candidates would ask to be interviewed by such a panel.

4. Business Segmentation:

It is no longer straightforward to determine what sector of the oil and gas industry a company occupies. Producers are now much more prone to work exploration and exploitation, onshore and offshore, and domestically and internationally. Each of these segments is influenced by its own set of business rules and drivers. As a future employee, you want to understand all the different business segments of the prospective company, since you may be required to use a number of different skills and tools, and as the future employee, you will have to be ready to accept change in new environments.

Do the best you can to be prepared for your interview.

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	Naval architects
Administrative and clerical personnel	Operations supervisors
Business analysts	Pipeline, riser, and subsea engineers
Civil and architectural engineers	Process engineers
Drilling engineers	Procurement engineers
Drilling operations supervisors	Production engineers
Executives	Project managers and support personnel
Geologists, geophysicists, and petrophysicists	Quality control and inspection personnel
Health, safety, and environmental personnel	Reservoir engineers
Human resources personnel	Sales and marketing professionals
Instrument and electrical engineers	Technical writers
IT professionals	Technicians, drafting and graphic
Land, legal, and supporting personnel	Technicians, engineering and geoscience
Materials and corrosion engineers	

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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