



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

You know how much can fit into an Exabyte? That would be 1,000 Petabytes which in turn is 1,000 terabytes. (As a quick reference I am being told that two Petabytes could hold the entire catalog of academic publications in the US.) Those are volumes hard for our minds to comprehend! But the oil and gas industry must begin to think in these terms. Processing and analyzing seismic data is just one of the applications.

For many, the avalanche of data hitting our screens and minds every day constitutes one of our biggest challenges in this industry. How can we possibly make sense of this much data and still lead productive company lives? We took a quick look at this phenomenon and the opportunities it might present to the career planning professional.

Meanwhile, back on the ranch we are taking another fresh look at the interviewing process. An oldie but goodie, we still have old and new problems in this area as the market changes, which makes it a real challenge for hiring in this tight job market!

Call us if we can help with more details about any of the articles or our people.

Your friends at Collarini

Upcoming Events

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[16th Annual Deepwater Symposium and Exhibition](#)

Hilton New Orleans Riverside
New Orleans, LA

August 15-16, 2012



[Summer NAPE Conference 2012](#)

George R. Brown Convention Center
Houston, TX

August 22-24, 2012

Employer Tips

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The Fine Art of Attracting a Good Candidate During the Interview

A great candidate may lose his or her interest in a company or a position because of one or more inadequacies in preparing for the interview on the part of the hiring company. In this tight job market, every good candidate is sought after, and the best presented company will win.

Here are a few thoughts to include in your interview checklist. Here are some key factors that will affect your hiring and retention success.

Job identification

Give the candidate an accurate job description so he or she may decide whether the position is a good fit and of interest.

Be sure the future supervisor takes time with the experienced recruiter, whether internal or from an outside agency, to explain your requirements and desires for the future employee. The more the recruiter understands your needs, the better he will be able to identify the right candidates.

The perfect first impression

You and the company are being interviewed by the candidate at the same time. In a tight job market, candidates will be interviewing with other prospective employers. Some things the candidate will want to know about:

- What is the employee turnover rate and what are some supporting facts for the rate? If it is relatively high, for example, then be prepared to explain.
- Highlight your company's good reputation in the industry. Do you have any data that benchmarks you against your competitors? Emphasize that you are technologically current and ahead of the curve in the areas where that is your advantage.
- Give examples of good training and communication processes. If it is practical, bring a member of your staff to talk about personal experiences with the company's training programs. Everybody touts ethical behavior; be sure that you always know what the industry is saying about you before you conduct the interview. Have you searched through the public media your company's record recently? You can bet that the candidate will have done so. You don't want to be found unprepared and not be able to respond to questions.
- Give the candidate your undivided attention. Block out your schedule to devote your full attention to the interview. You will surely want the candidate to know he or she has your complete attention.
- Unless dire circumstances arise, be on time to the meeting. If you need to arrive late to the interview, let the candidate know and send your apology.

Branding

Be comfortable telling the company's story. An employment brand is the way your organization's applicants, candidates, and employees perceive you as an employer. Those with a strong employment brand benefit from a number of advantages such as:

- a higher quality candidate pool;
- more candidates who match the role requirements, meet or exceed the expectations of the hiring manager, and relate to the organization's culture;
- increased attraction and closing of passive candidates;
- a lower rate of offer rejection;
- and a greater likelihood for future employees to be brand-ambassadors for your company.

Responsiveness/Follow-up

- The current job market in the oil and gas industry is as competitive as ever. In addition to moving quickly, make your best fair offer first, and don't try to make an offer expecting to counter. That portrayal of your company will make good candidates believe the philosophy will continue throughout their employment. People are relatively lesser expensive resource in oil and gas, where wells cost millions to drill. Excellence in skills and experience saves and earns lots of money. It is not where you should skimp.
- There are candidates who know where they want to work before any offers get made, and candidates who will wait until all options are laid out in front of them. If they're willing to risk losing an offer to see the rest of their suitors' offers, then the first offer wasn't their first choice anyway.
- If you know that the candidate has potentially other offers, then it shows confidence and interest to be the first company to extend an offer. Making the first offer also shows your decision making abilities; how a company hires is a good indicator of how they manage.

As the saying goes, "You never get a second chance to make a good first impression." Make sure those first seconds and minutes that you engage with a potentially great candidate count. After all, the impression you make may be the main thing they remember about your company for the duration of your relationship - whether briefly or for years to come!

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 Engineer with a bachelor's degree in civil engineering and 30 years of oil and gas industry experience working for a major E&P company. Experienced in upstream oil and gas project engineering and management, FEED design, deepwater construction and installation, and startup and commissioning. Additionally experienced with downstream refinery expansions, gasification, permitting, and LNG plant operations. Geographic areas worked include Australia, Brazil, Kazakhstan, Peru, and Texas – Gulf of Mexico. See CS387.

Mechanical Engineer with a bachelor's degree in mechanical engineering technology and more than 30 years of experience in the offshore and onshore oil and gas industry. Expert in LNG facilities, offshore platform and subsea pipeline design and petrochemical operations. Experienced with project management holding senior level positions, static equipment and piping analysis, full life cycle facilities engineering and construction from FEED through mechanical completion and client acceptance. Geographic areas worked include the Gulf of Mexico, Malaysia, Singapore, Algeria, Korea, Indonesia, and Japan. See F1724.

Project Controls Administrator with a master's degree in chemical engineering and 30 years of experience in the oil and gas industry. Expert in upstream and downstream capital cost management projects, resource management, multi discipline estimating, risk analysis, and progress monitoring. Experienced in cash flow definition, scope change and cost/schedule trend management, progress monitoring, performance evaluation, T.I.C. forecasting, and bid packaging. Geographic areas worked include the western and Southern United States and Canada. Certifications include Project Management in Primavera 6. See PA309.

Facilities Engineer with a degree in chemical engineering and 40 years of advanced production facilities engineering experience. Expert with process simulations, commercial aspects involving large scale LNG, gas gathering, compression and processing facilities, conceptual design, and detail engineering of onshore and ultra-deepwater offshore production facilities and pipelines. Experience with project upstream tie-ins, cryogenic plant and pipelines for LNG facilities, all aspects of project management and contracts. Geographic areas worked include the Gulf of Mexico, North Sea, Arctic, Brazil, Venezuela, Argentina, far east, Australia, and Saudi Arabia. See F502.

Geologist with a master's degree in geology and eight years of experience working for mid-sized and large oil and gas companies. Expert in seismic interpretation. Experienced in prospect generation, mapping, and petrophysical and volumetric analysis. Geographic areas worked include Alaska, New Mexico, Texas, Wyoming, offshore California, and the Gulf of Mexico. Software proficiency in Petrel, PETRA, SMT Kingdom, GeoGraphix, StratWorks, and ECLIPSE. See G1466.

Geoscientist with a master's degree in geology and nine years of experience working for small and mid-sized oil and gas companies and as an independent consultant. Experienced in both geology and geophysics in conventional and unconventional plays. Experience includes booking reserves, mapping, stratigraphy, sedimentology, 3-D modeling, 3-D seismic interpretation, data integration, and acquisitions. Geographic areas worked include shelf and deepwater Gulf of Mexico, Haynesville shale, Woodford shale, Barnett shale, and west Africa. Software proficiency includes Petrel, SMT, Landmark, PETRA, GeoQuest, Hampson-Russell, and GoCAD. See G2181.

Geophysicist with a master's degree in geology and more than 20 years of experience working for large and mid-sized oil and gas companies. Expert in exploration and technology of the shelf and deepwater Gulf of Mexico. Experienced in structural analysis, stratigraphic analysis, subsalt data interpretation and analysis, 2-D and 3-D seismic interpretation, mapping, prospect generation, development, seismic amplitude and attribute analysis, and integrated field studies. Geographic areas worked include the Gulf of Mexico, onshore Texas, West Virginia, Ohio, and Kentucky. Software proficiency includes Landmark SeisWorks, GeoProbe, ZAP, FZAP, PostStack, Syntool, and SMT. See GP1057.

Geologist with a master's degree in petroleum engineering, bachelor's degree in geology, and over 25 years of experience in small and mid-sized oil and gas companies and as an independent consultant. Experienced in exploration, development, regional studies, subsurface mapping, cross-sections, regional correlation, and presentations. Geographic areas worked include the Texas and Louisiana Gulf coast, east Texas, Cotton Valley, D-J Basin, Powder River Basin, Permian Basin, and Uinta Basin. Software proficiency includes Petra and GeoGraphix. See G300.

Drilling Engineer with a bachelor's degree in mining engineering and over 30 years of experience working for major operators. Experienced in drilling and completions design, well control, execution of deepwater development projects, and evaluation of well design alternatives to balance drilling risk and project economics. Geographic areas worked include the Gulf of Mexico, California, Colorado, Louisiana, Alaska, West Africa, Indonesia, and China. Software proficiency in Landmark Well Plan. Certifications include IADC surface and subsurface well control. See D335.

Production Engineer with a bachelor's degree in mechanical engineering and 22 years of experience working for operators and a service company. Experienced in operations management, contract negotiations, budget oversight, and new business development. Additionally experienced in procedure design, on-site engineering supervision, risk assessment, regulatory compliance, AFE design, and permitting. Geographic areas worked include Texas, Louisiana, Mississippi, and New Mexico. See P295.

Production Operations Engineer with a bachelor's degree in petroleum engineering and 30 years of experience working for small to large operators. Experienced in well planning; drilling, completion and workover operations; and governmental, regulatory, and safety compliance. Additionally experienced in job planning and logistics, vendor hire and oversight, and employee mentoring. Geographic areas worked include Texas, Louisiana, Mississippi, and the Gulf of Mexico. Software proficiency in CTG SMART, SMART+, Enertia, and IS Network Contractor Management Database. See PO170.

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. See P542.

Geoscience Technician with management and technical training and 11 years of experience in the oil and gas industry. Extensive background in data management, IT support, troubleshooting systems, data issues and workflows, and staff training, presentations, and management. Skilled in well log data, research, and depth calibration. Broad based computer experience in the following: Petra, A2D Longline and Workshop, Microsoft Office Suite, SONRIS, Landmark-Smart Section, ArcView GIS, NDS Digitizing, and P-2000. Geographic history working with projects located in the Gulf of Mexico deepwater, Texas,

Colorado, Canada, UK, and Libya. Team player; readily establishes rapport with company personnel. See TG710.

Geoscience Technician with an associate's degree in biology and 20 years of experience working for major and mid-size oil and gas companies and service companies. Experienced in log correlations, seismic maps, digital files, maintaining databases, cross-sections, 2-D and 3-D navigation, generating computerized structure maps, creating databases for in-house geophysical base map and seismic inventories, and creating montages. Additionally experienced in preparing Landmark OpenWorks and SeisWorks projects to migrate from R2002 to R5000. Software proficiencies include Velocity Data Bank, Energy Graphics, MicroStation SE/J, Zeh Montage, GMA, UNIX, GeoGraphix, P/I Dwrights, and OpenWorks, and Geolog. See TG490.

Engineering Technician with more than 10 years of experience working for various oil and gas companies. Experienced in fiscal year-end reporting, improvements and implementation of ARIES, and assisting various teams such as land, accounting, reservoir, and exploration teams. Software proficiency in ARIES, PEEP, VoITS, Oracle and SQL tables, Excel, Hyperion Essbase, PetroLook, and TOW. See TE501.

Reservoir Engineering Technician with over 25 years of experience working for E&P and service companies in the oil and gas industry. Experienced in analyzing LOS, budget, and financials, and maintaining well test databases and flowing tubing/casing pressure graphs. Additionally experienced in preparing and maintaining year-end and mid-year reserve reports, monthly EIA and FERC reports, year-end reserve reconciliations, and preparing wellbore diagrams and well histories. Software proficiency in ARIES, PI Dwrights, OpenWells, PHDWin, Spotfire, and Wellview. See TE312.

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more than 30 upstream disciplines at**

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The Industry is Drowning in Data - and That is Good for a Career as Lifeguard!!

Faster and more powerful computers allow us to collect amounts of data at a much larger rate than ever before. Seemingly, while we were blinking, we smoothly moved from referring to data in terms of terabytes to petabytes. From talking to many oil and gas professionals, we gather that integrating and efficiently processing this massive wall of data coming from operations can take up a larger and larger portion of a professional's day.

Data this massive, coming in fast and furious, creates ample opportunities for those individuals who are thinking creatively about their careers. Type "big data in oil and gas" into your search engine, and you will see how much interest this subject is generating not just in the oil and gas industry but in other industries as well.

Consider these following examples in this context as a future source of employment opportunities:

A seismic vessel operating with eight to 20 streamers shooting every 15 to 20 seconds could easily generate 10 terabytes of raw data over a period of just a few weeks. The largest datasets generated by the oil and gas industry are these vast seismic surveys that delineate geological formations and may be strong indicators of hydrocarbon presence.

Cloud technology has been steadily gaining popularity with many companies already using this technology and others planning to adopt it in the near future. Industry leaders view this technology as paramount in managing the flood of data to be processed, because a single company's computing center may no longer be able to handle the sheer volume of data.

Today's oil and gas professionals are demanding quick and easy access to the information they need to make decisions regardless of their locations at the time. They want access through "apps" on mobile devices in order to have the data at hand. Being able to effectively retrieve, process, and act on this information 24/7 is a key priority regardless of location or time zone.

In a typical operations department of the oil and gas business, data comes in from multiple sources such as base camps, platforms, and headquarters. The complaint of "too much information yet not enough to go on" can be heard. Who can possibly handle all of this data without critical analysis to make wise decisions? In the future, we will see more development of "dashboard" applications. These tools can perform the task of bundling and analyzing massive amounts of data from various sources and will display the data in such a way that the human mind can make sense of it and act upon it in an educated fashion.

A particular area of interest will be the HSE and regulatory domain. Professionals working in this field place especially stringent demands on understanding the many data points they have to work with to quickly alert them of potential problems as they occur on platforms, in refineries, and in plants. Solid information, presented clearly, can make all the difference in safeguarding life, property, and the environment.

These are just a few areas that will affect a company's staffing plans and an individual's career choices. All of these areas will require professionals who understand the end user's field of expertise and who at the same time, are interested and capable of working in or with IT.

We suggest that you do homework in your particular area now, and you may get ideas about how you can get involved and how your career can benefit from this definite trend.

About Us

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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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