



Meet the Team Who Is...
“Connecting the Industry’s Experts!”

upcoming events | employer tips | talent pool | career advice | about us | contact us

Women's Business Enterprise National Council
WBENC

Volume 15 • Issue 4 • July 2015

Our Perspective

In our [last newsletter](#), we discussed how robots and automated processes have become part of how we do business. We promised to dig a little deeper to identify specific areas where technology has or will replace people in this new industrial workplace revolution. There are some fascinating technologies at work, and we hope you enjoy our [overview](#).

Another revolution, albeit a quiet one, is at hand with potentially four generations of employees working in the same organization. We think about how we all need to learn to get along and how the Millennials and Gen-Xers will make up the majority of our workforce. But how about aging Boomers? Now that more of them continue to work past retirement age, don't they require some consideration? Here is a [first glance](#) at some issues to get you thinking about it.

Have a wonderful and safe summer!

Your friends at Collarini

Upcoming Events

[^ Back to Top](#)



[National Association of Petroleum Engineers \(NAPE\) Summer Expo](#)

George R. Brown Convention Center
 Houston, TX

August 19-20, 2015

[19th Annual Gulf of Mexico Deepwater Technical Symposium](#)

Riverside Hilton
 New Orleans, LA

August 18-20, 2015

Employer Tips

 [Back to Top](#)

Optimizing Senior Staff Engagement

As Baby Boomers are deciding to remain in the workforce longer for economic reasons or because their companies need them, perhaps you could use some ideas on how best to engage these reservoirs of knowledge for their benefit and that of your company.

- **Push them to learn the latest technology.** As resistant to change as humans are, mastering something that we thought we never could, gives us a "master of my fate" feeling that positively affects our work product. Senior staff without computer skills should be taken out of the corner and placed at the front and center of the latest work station! They may grumble initially, but any action that integrates them deeper into the team dynamic will pay off. Do not allow them to "cop out" by standing on the side lines dictating to others rather than doing.
- **Use all their talents to the greatest extent possible** Do you have a senior staffer who seems to draw others to him or her ? That person may have a mentor/teacher inside that is just screaming to get out. What a wonderful resource to share with your staff with fewer than ten years of experience! How about allowing your senior staff to implement an in-house training program? It can be technical training, but it doesn't have to be limited to that. Professionals with five to seven years of experience are now hired into managerial roles that were reserved for professionals with 10 to 15 years of experience. Your senior staff can provide valuable guidance regarding the soft skills needed to be successful in these roles. Supercharge your staff by not pigeonholing them in one function and allowing them to leave a legacy.
- **Give them a platform.** There's nothing more engaging than involving a person in the solution to a challenge. Daily business involves many challenges; allow anticipating, identifying, and overcoming them to serve as opportunities for senior staff involvement. Ask them to play devil's advocate to your solutions, thereby making them better. Ask them to identify areas and offer answers for improvement in efficiency or effectiveness. Requesting staff involvement gives them a sense of importance and respect, two elements essential to engagement. Company productivity responsible for success is enhanced when all employees are engaged in what they do. Engagement involves connecting people to each other, to projects, and to the resources that aid those projects. It fosters commitment, loyalty, and productivity - the stuff dream teams are made of!

Talent Pool

 [Back to Top](#)

The following biographies are just a small sampling of the kind of talent available in our talent pool of over 22,000 experts. Please call our **placement managers** if you are interested in learning more about these professionals, or check out our website for more candidates.

Reservoir Engineer with a bachelor's degree in mechanical engineering and 13 years of experience working for operators, engineering consulting firms, and a service company. Expertise in SEC reserves evaluation and asset development. Experienced in unconventional reservoir analysis, economic evaluations, production engineering, completions engineering, project planning and development, and downstream LNG projects. Geographic areas worked include Pennsylvania, New York, New Mexico, Texas, Louisiana, Oklahoma, and Alabama. Software proficiency in ARIES, PHDWin, OGRE, @Risk, Prosper, GAP, MBAL, PETRA, Saphir, Topaze, and Fekete. Language fluency in English and Spanish. **Ask for R1215.**

Engineering Technician with a bachelor's degree in biochemistry and three years of experience working for mid-sized operators. Experienced in assisting reservoir engineers with type curve studies, justifying PUD reserves in accordance with SEC guidelines, performing comparisons of completion techniques, tracking well changes by maintaining accurate PUD and PDP well counts, creating summaries and reports for reserve reviews, creating PowerPoint presentations, preparing reserves databases, generating pricing sensitivity runs, maintaining well location accuracy on GIS generated maps, and conducting look-back analysis. Geographic areas worked include Texas. Software proficiency in PHDWin, Enerdeq, Drilling Info, and ARIES. **Ask for TE639.**

Engineering Technician with a bachelor's degree in commerce and 11 years of experience working for mid-sized operators. Experienced in assisting engineers in developing reserves, creating reserves databases, updating drilling and production reports, reserves classifications, and price and differentials files; organizing reserves data, and preparing exhibits for presentations. Geographic areas worked include south and west Texas. Software proficiency in PHDWin and OFM. Language fluency in Italian and English. **Ask for TE646.**

Reservoir Engineer with a bachelor's degree in petroleum engineering and more than 30 years of experience working for small to mid-sized operators and an investment bank. Expertise in acquisition analysis evaluating deals of \$100 million to \$2 billion. Experienced in reserve reporting, reservoir evaluations, recompletions, stimulations, reserves forecasting, cash flow forecasting, and economic modeling. Geographic areas worked include Oklahoma, Texas, Arkansas, Louisiana, New Mexico, Pennsylvania, offshore California, and the Gulf of Mexico. Software proficiency in ARIES, PHDWin, Power Tools, Fekete Harmony, and Drillinginfo. **Ask for R1219.**

Reservoir Engineer with a bachelor's degree in petroleum engineering and more than 30 years of experience working for small to mid-sized operators. Experienced in reserve estimation, reserve reporting, property acquisition analysis, acquisition bid preparation, drilling program development, cash flow estimate generation, budget preparation, well test design and implementation, reservoir simulation, and nodal analysis. Geographic areas worked include Texas, Oklahoma, Louisiana, Alabama, Kansas, California, Pennsylvania, the Gulf of Mexico, South America, Africa, Russia, China, Egypt, the North Sea, and Israel. Software proficiency in PHDWin, Power Tools, PROSPER, MBAL, and GAP. Registered Professional Engineer in the State of Texas. **Ask for R1217.**

Landman with a bachelor's degree in management and administration and more than 30 years of experience working for a major oil and gas company, several independent companies, and as a consultant. Experienced in contract negotiation, employee training, lease acquisition, crew management, formulation and administration of oil and gas leases, title curative work, farm-outs and farm-ins, participation agreements, joint venture agreements, and joint operating agreements. Geographic areas worked include onshore Gulf coast, the Gulf of Mexico shelf, North Dakota, Ohio, and California. Certified Professional Landman. **Ask for L492.**

Marine Engineer and Regulatory Compliance Manager with a bachelor's degree in naval architecture and 21 years of experience working for structural engineering consulting firms, construction companies, and the US Navy. Experienced in safety plan development and approval, ballast system installation, bid document and package preparation, rig up calculation, structure and machine integrity surveillance, and review of engineering deliverables from subcontractors. Geographic areas worked include Texas, California, Mississippi, Germany, Croatia, and Italy. Software proficiency in AutoCAD. Language fluency in English, Italian, and Croatian. **Ask for MD161.**

Financial Analyst with a bachelor of business administration in finance and business and 11 years of experience working for a large operator, independents, and an investment company. Experienced in financial modeling and analysis, process improvement and efficiency enhancement, financial and operational analysis, business development, investment banking, and risk management and mitigation. Software proficiency includes MS Office, Hyperion Essbase, and Spotfire. **Ask for BA443.**

Accountant with a bachelor's degree in accounting and 16 years of experience working for small and mid-sized oil and gas companies. Experienced in capital and lease operation expenditure analysis, joint interest billing, revenue accounting, property accounting, account reconciliation, general ledger analysis, financial statement analysis, accounts payable, accounts receivable, staff supervision, and cash management. Software proficiency in Enerzia, JIBLink, SAP, Livelink, Excalibur Edge (P2), and iSynergy. Currently pursuing an MBA. Serves on the Joint Interest and Audit Committee of the Petroleum Accountant Society of Houston. **Ask for A1489.**

Accountant with a bachelor's degree in accounting and more than 20 years of experience working for energy trading companies and the gas marketing division of large operators as a manager and as a trader. Experienced in strategy development, market development, business development, personnel management, and operational leadership. Additionally experienced in the purchase and sale of hydrocarbons, sales negotiation, deal management, transaction management, and market positioning. Software proficiency in OpenLink Endur. **Ask for A894.**

Reservoir Engineer with a bachelor's degree in petroleum engineering and four years of experience working for a small independent and an engineering consulting firm. Experienced in decline curve analysis, volumetric analysis, reserve estimating, market value appraisals, resource evaluation, risk assessment, and unconventional reservoir analysis. Geographic areas worked include Alaska, California, Colorado, Kansas, Kentucky, Montana, New Mexico, North Dakota, Oklahoma, Texas, Virginia, and Wyoming. Software proficiency in ARIES and @RISK. **Ask for R1197.**

Accountant with a bachelor's degree in accounting and more than 30 years of experience in oil and gas related accounting. Experienced in gas balancing, production accounting, project management, customer service, management, revenue accounting, general ledger reconciliation, and audit negotiations. Software proficiency in Bolo, Oracle, SAP, OGsys, and the MAS90 accounting system. **Ask for A1218.**

Deepwater Drilling Engineer with a bachelor's degree in petroleum engineering and 35 years of oil and gas industry experience working for majors and mid-sized to large independent operating companies. Experienced in deepwater drilling, pore pressure/frac gradient estimation, casing design, well planning, and completions. Additionally experienced in regulatory compliance, HSE and SEMS compliance, and operations programs. Geographic areas worked include the Gulf of Mexico deepwater, ultra-deepwater, and shelf. Language fluency in Spanish, German, French, and Portuguese. Certifications include IADC WellCAP Well Control. **Ask for D588.**

Production Engineer with a bachelor's degree in petroleum engineering and 15 years of experience working for mid-sized operators and service companies. Experienced in the design and build of production surveillance and business intelligence tools, artificial lift optimization, production surveillance, custom mapping, production allocation and accounting, CO₂ floods, field development planning, field mapping and coordination, AFE preparation, workover scheduling, pattern performance evaluation, workover operations management, and cost estimation and tracking. Geographic areas worked include Texas and Oklahoma. Software proficiency in DSS, OFM, Petra, and FieldDIRECT. Certifications include H2S, Logging Supervisor, and Well Control. Software proficiency in MS Office, JIBLink, BOLO, and IFRS. **Ask for P774.**

Production Engineer with a bachelor's degree in environmental engineering and 12 years of experience working for professional and technical services firms, an environmental consulting firm, and the government. Expertise in air quality. Experienced in air permitting, air dispersion modeling, Title V, NSR, and PBR permitting and compliance; plant and industrial operations, NESHAP, NSPS, and BACT analysis; and compliance assistance. Passed the NCEES Fundamentals of Engineering exam. **Ask for P369.**

Drilling Engineer with a bachelor's degree in mechanical engineering and 28 years of oil and gas industry experience working for majors and mid-sized to large independents. Experienced in managing production operations, project planning and development, manpower resourcing, employee supervision, managing drilling and completion operations, budgeting, production forecasting, cost controls, safety and environmental compliance, acquisition and divestiture design, regulatory permitting, contract negotiations, benchmarking, subsea development, and SPAR project execution. Geographic areas worked include the Gulf of Mexico shelf and deepwater, east Texas, north Louisiana, Arkansas, Wyoming, Alaska, Australia, and Venezuela. Software proficiency in Peep, Compass, WellPlan, WellCat, StressCheck, GAP, PROSPER, and MBAL. Language fluency in Spanish and English. Licensed Professional Engineer in the State of Texas. **Ask for DP147.**

**Review thousands of talented people in
more than 30 upstream disciplines at
www.collarini.com**

Career Advice

 **Back to Top**

I, Robot, am coming after your job...

When we wrote about R2-D2 taking over our jobs in our last newsletter, we received a lot of responses. As a follow up, we promised a closer look at where robotics and technologies of the future are beginning to make, or have already made, an impact on our industry's operating practices. Automation processes have already left a deep mark and are permanent fixtures in our daily operations. Stretching further, like NASA sending [an article](#) in Rover to Mars, is a logical next technological step for our industry to take.

Here are some impressive examples:

- One of the earliest and now well-established robotic applications is geared towards pipe inspection. These are small vehicular inspection systems that can access pipes that were previously accessible only by costly and disruptive excavation. These helpful little creatures (sorry, but some of them do look a little like R2-D2?) have been utilized to inspect pipelines for many years and have prevented catastrophic failures by early detection of defects in material or workmanship, corrosion, and excessive wear.
- Various autonomous robotic vehicles of different design are currently utilized offshore to assist with seismic data acquisition and marine operations. For example, we now have wave-powered machines that monitor ocean conditions, such as weather, current speed, water temperature, and salinity. Furthermore, by providing exact positioning like a GPS, some equipment can assist the horizontal drilling efforts, which are driven by the need for highest precision. This type of equipment will not necessarily replace a skilled drilling team but demands additional training for all the personnel involved.
- Taking a cue from manufacturing, and specifically the automotive industry, a number of companies are now very successful in developing robots to replace people in the actual dangerous and labor-intensive drilling process. These machines are remarkable in that they are designed for fully unmanned drilling, therefore saving lives and limbs in a perilous environment. The machines are not (yet) cheap at all, but further development, automation, and volume will see parallel reductions in costs. Right now these machines are planned to be employed in the

most dangerous and hazardous of environments, and we should not be surprised to see them in more mainstream drilling operations in the future. They could eventually replace, or at least assist, many drill site workers, and it will require people who want to remain as drillers and superintendents to become more technologically advanced.

- Don't only think big when you look for robots at work in oil and gas today! Nanotechnology and nano-sized robots hold many promises in the area of enhanced reservoir access, depletion techniques, and enhanced recovery. Today, successful oil and gas companies invest in nanotechnology to improve reservoir performance; nano-size "reconnaissance robots" are now able to provide reservoir characteristics back to the operators to improve oil recovery and make operating decisions. They can supply data that was previously not accessible. Traditional reservoir engineers will need to learn this new technology to develop it further and use it properly to provide the greatest advantage.
- Nano-technology is a growing field with new opportunities for new applications arising all the time. As before, we don't see actual replacements of workers by nano-robots, but there will be a real need for training for those using the newest technologies.
- For sheer muscle and size, look no further than onshore drilling rigs, which are able to lift the entire rig on a walking base to move to a new location. Like something out of Star Wars (Imperial Walker!), this transaction can be maneuvered by a single operator using a car-battery sized remote-control device. These rigs move at a speed of approximately one foot per hour. That does not sound like much, but it results in substantial savings in time and cost to the operator compared to dismantling and re-erecting the rig at its new location.

We are still far away from a time when we are all replaced by machines, but it can still be a bit daunting for us humans to imagine ourselves becoming obsolete in the future.

The truth is much more complex.

None of the equipment mentioned could be imagined without humans designing, operating, and maintaining it. The challenge we are facing is not one of what to do with an anticipated excess human workforce, but rather how to educate and train individuals to work in a technologically sophisticated environment. The days of early industrial labor are over. The time of exceedingly skilled workforce is already here. The sooner we realize this, the faster we can prepare and begin the training process.

About Us

[▲ Back to Top](#)

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
Data Management
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.

Contact Us

1500 S. Dairy Ashford Road, Suite 350
Houston, Texas 77077
832.251.0553

Visit us on the web!

www.collarini.com

Connect With Us on Social Media



Comments

This newsletter is produced six times per year for employees and friends of Collarini. If you would like to add a friend or colleague to our mailing list, please send us his or her email address.

If this page did not display correctly, or if you would like to be removed from our mailing list, please email: news@collarini.com.