



*Reservoir Solutions the  
Industry Trusts*

*- Collarini Associates*

*Connecting the  
Industry's Experts*

*- Collarini Energy Staffing Inc.*

*Guiding Careers to  
the Next Level*

*- Collarini Career Management*

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## Our Perspective

The damage caused by hurricanes Katrina and Rita pained us as much as it did all Americans. Many of our employees were directly affected. In the wake of the immediate relief efforts, we have been presented with additional opportunities to help by recruiting much needed civil, architectural, and mechanical engineers as well as construction people vital to the reconstruction effort.

As energy industry specialists, we recruit and place engineering and construction personnel for oil and gas producing and service companies. Over the years, we have identified a substantial pool of talent in these areas. We understand the engineering industry's shortage, not only for the Gulf coast reconstruction effort, but also for the design and construction of large-scale projects around the world.

We are seeing a tremendous need for talent from the entire spectrum of companies in the EPC and E&P industries. The demand is across the board of skills, and it is equally strong in small, mid-sized, and large firms.

Please let us know if we can help your company as well! Our website lists all the technical and professional disciplines in which we specialize.

We look forward to hearing from you.



Your Friends at Collarini

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## Upcoming Events

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### International Offshore Pipeline Forum (IOPF)

**October 24 - 25, 2006  
Houston, Texas**

The American Society of Mechanical Engineers' petroleum, pipeline systems and ocean, offshore and Arctic engineering divisions have teamed with a dedicated group of industry experts to deliver a cutting edge forum that addresses the needs of the offshore pipeline community. The forum has been designed to provide an opportunity to dialogue with peers and subject matter experts on topics that affect the industry today.



### SEG 2006 - The Global Marketplace

**October 1 - 6, 2006  
New Orleans, Louisiana**

The Society of Exploration Geophysicists International Exposition and Seventy-Sixth Annual Meeting will bring together all of the major companies involved in global oil, gas and mineral exploration and new areas of civil engineering, environmental engineering, and archaeology.

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## Employer Tips

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### **Making the interview process organized, impressive, and fun!!**

Candidates know that making a good first impression is important. Is your company making sure that candidates see your company as organized, impressive, and a great place to work? The interviewing process is an important one of the five steps in the recruiting process:

- Candidate identification with resume submittal
- Matching candidates with position requirements
- **Interview process**
- Offer, negotiation, and decision
- Onboarding

The interview process starts the first time you contact the candidate and should end with feedback 24 to 48 hours after the last interview.

## **Initial personal contact** (you have the candidate's resume in hand)

You must accomplish three things during the initial personal contact. First, and foremost, assure all candidates that their privacy will be respected and that they will not be exposed as job seekers to their current employers. Recruiters sometimes do this inadvertently, but great recruiters make sure their candidates know how careful they are with confidences and personal information, too. Second, the recruiter must quickly and clearly communicate to candidates why your company is interested in them. Avoid pitfalls such as sharing a job description that is too general, generalizing the candidate's skills, or suggesting a position that is a lateral career move without additional incentive. Finally, describe the interview process, and agree on a time for a phone interview or first-level screening. Set expectations up front by telling them how much of their time you will take with each interview. That way, he or she will be comfortable telling you whether an obligation at work or home could interfere.

## **Initial phone screen**

Before the questions begin, ask the candidate if he or she needs to close the door. It's the little things that make an impression. She will appreciate your respect of her current duties and privacy. Initial qualification decisions about the candidate should have been made already. This conversation should be focused on the candidate's interests, motivation, compensation desires, obstacles to leaving a current position, and knowledge about your company and its employees (including personal contacts).

## **On-site interviews**

A successful on-site interview can be ensured by giving the candidate a clear, written interview agenda combined with supporting documents. These documents should include, but not be limited to, directions and parking, short bios on the interviewers and their interview goals, resumes of two to three current employees in similar roles, a description of the company's core business areas, recent company news, an outline of company benefits, and a description of the company's community outreach programs.

Be sure one person oversees the entire process and that the overseer has been trained to treat each candidate royally. Consider creating a team, much like a college recruiting team, whose members are individuals with outgoing and pleasant personalities. These leaders are the most important people in the process. In addition, prepare for potential problems such as:

- asking people to use vacation or paid-time to attend the interview. That time is valuable, so try to organize the schedule so it is convenient for the candidate.
- asking candidates to interview on short notice. That could call attention to them at their offices, compromising their current situations.
- keeping candidates in public places for extended periods of time. Employees or clients may recognize them and compromise their privacy.
- overlooking the need for personal breaks. This usually happens when interviewers come one after another, and no one is overseeing the whole process.
- forgetting the need for food. Candidates don't expect to be fed, but if it's a daylong interview, there should be an opportunity for them to get lunch. No matter how long the interview, offer a beverage every now and then.

## **Feedback**

Always give feedback within two days. It is fine to communicate through emails, but it's best to ask the candidates the ideal ways to respond to them. If you expect to take longer than two days, let them know that, and if nearly two days have gone by, and you don't yet have a decision, let candidates know that, too. Lack of communication could damage your credibility and the impression the company makes.

## **Conclusion**

In each part of the recruiting process, your company has a chance to make a good impression. Failing to do so on any of the five sub-processes can undo the goodwill created by the other four. Of the five, though, interviewing involves a larger number of people in your company than any other, giving it not only the greatest risk of failure, but also the greatest possibility of positive impact on the candidate.

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## Talent Pool

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*The following biographies are just a small sampling of the kind of talent available in our talent pool of over 12,000 experts. Please call our placement managers if you are interested in learning more about these professionals, or check out our website for more candidates.*

**Professional Geoscientist and Engineer** with a doctorate and 27 years of exploration and production experience in both large and small corporate environments, including several years as a private consultant. Experienced in research and development and authoring, having presented technical papers at both national and regional geological conferences. Primarily focused on the development and implementation of advanced reservoir characterization techniques with emphasis on 2-D geological mapping and 3-D geo-cellular modeling. Proficient in various UNIX and PC based computer systems. Experienced software programmer, using Fortran and C programming languages. Specialized expertise in geo-statistical analyses, fluid dynamics, landsat imagery analysis, and computer graphics. **Ask for G1163.**

**Geophysicist** with a Ph.D. in exploration geophysics and a post-doctoral certificate in seismic stratigraphy. More than 20 years of technical experience in the upstream petroleum industry, in exploration and field development, training, and university lecturing. Hands-on experience in sedimentary basin analysis, prospect generation, and petroleum system and reserve assessment for areas at various E&P maturity levels using state-of-the-art technology. Solid experience in structural framework analysis for tensile, compressive, and salt tectonic settings. Workstation experience includes Landmark Seisworks and Geographix and Petrel. Fluent in English, French, and Arabic. **Ask for GP953.**

**Energy Executive** with extensive worldwide experience in upstream operations. Highly experienced in oil and gas development and operations, including a strong emphasis on field planning and development, production engineering and operations, and major construction projects. Management experience includes project management, field development, and asset group management of multidisciplinary teams. Experience in Indonesia, Kazakhstan, China, Venezuela, Brazil, Argentina, Thailand, the North Sea, and several U.S. provinces. **Ask for M227.**

**Production Engineer** with 12 years of experience in both operations and reservoir development engineering. Proven ability to handle increased responsibilities and challenging work environments. Results oriented, motivated, and versatile, with outstanding project management skills. Geographic experience includes Wyoming, both tight gas and coalbed methane, east Texas, central Louisiana, and the Austin chalk of central Texas. Computer skills include DSS, PEEP, ARIES, DIMS, and MS Office. **Ask for P437.**

**Project and Engineering Manager** with an MBA and MS in Chemical Engineering and over 16 years of experience providing project management and engineering services to refining and petrochemical projects. Proficient in all facets of project management and phases of the project lifecycle including project scope development, execution planning, and cost, scheduling, and construction planning. Successfully managed diverse engineering and vendor teams across three continents on EPC projects over \$50 MM. **Ask for F900.**

**Instrument and Controls Specialist** with over 13 years of experience in hardware and software, design, commissioning, and start-up. Provides engineering and design expertise to customers. Experience includes assignments on control systems projects serving major environmental, petrochemical, refinery, and pharmaceutical clients. Computer skills include MS Access, MS Excel, Intools Instrument Index/Basic Specification, configuration and graphics modifications, AutoCad LT 97, AutoCad 14, PlantScape, and ORACLE. **Ask for IE95.**

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

**[www.collarini.com](http://www.collarini.com)**

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## Career Advice

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### Plenty of Opportunities in Engineering and Construction!

As our nation's economy continues to grow, so does its need for experienced and talented engineers. The Department of Labor forecasts that eight of the top 30 occupations by growth rate are in engineering and computer science. At the same time, the engineering workforce is recovering from years of downsizing and outsourcing, both of which created employment challenges for displaced engineers. Low enrollments in engineering schools and the difficult H1B visa process have also contributed to a reduction in available engineering personnel in the US. The challenges going forward will be not only how to bridge the experience gap to meet future requirements for engineering talent, but also to continue to spark the interest of students in the areas of mathematics and science.

So the outlook is theoretically outstanding for the individual engineer, but connecting with "just the right next project" may seem daunting. After years of relative calm in the market, many engineers need a primer in how to prepare. Here are six areas to help the engineer in the EPC community:

1. **Projects:** Make an effort to understand the types of projects and locations in which you are interested so you can focus your search. Mobility is often an important factor in project-based assignments, and you must evaluate whether taking a temporary assignment away from your family is workable.
2. **Regions:** Understand regional differences, especially if you are trying to make a change. For example, as a result of hurricanes Katrina and Rita, the Gulf coast region has construction and repair opportunities in addition to its traditional petrochemical and refinery opportunities. Due to its aging infrastructure the northeastern region of the U.S. offers a significant amount of infrastructure work. Opportunities abound around the country in environmental assessment and disposal planning and implementation areas surrounding the U.S. government's "Base Realignment and Closure" (BRAC) activities.
3. **Skills in demand:** Mechanical engineers and pipe stress engineers with CAESAR II and SolidWorks are in demand, as are process engineers with simulation experience and LNG/GTL. And, cost schedulers with Primavera P3 fill out just a few examples of the current hot skill sets.
4. **Resume:** Keep your resume up-to-date, accurate, and inviting. It may be old hat, but you will be surprised how many resumes still need corrections: list your exact skills, provide detail about the projects on which you've worked, and summarize your achievements by giving specific examples.
5. **Career decisions:** Your move may not be just to the next project. Take time to review and align your career objectives, and get advice from your mentors or other professionals you respect.
6. **Networking:** Connect through staffing experts who know your next project managers. Participate in professional organizations. Keep your personal network updated on your objectives. Networking for life brings many unexpected positive results, sometimes far into the future.

There are many good jobs available. Be sure you have done your homework, so you land the opportunity best suited for you.

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## 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):

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	
Technicians, geoscience	

### ***Reservoir Solutions the Industry Trusts...***

The **Collarini Associates** petroleum engineers and geoscientists specialize in evaluating oil and gas reservoirs. Specific projects include integrated field studies, acquisition evaluations, independent reserve appraisals, and exploration and exploitation prospect generation and assessment. Our full divestment services include creation and hosting of electronic and physical data rooms in addition to the technical evaluation. Our teams in Houston and New Orleans are very experienced and stand ready to help you on projects of any size. Try us!

### ***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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## Comments

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