



*Reservoir Solutions the  
Industry Trusts*

*Connecting the  
Industry's Experts*

*Guiding Careers to  
the Next Level*

*- Collarini Associates*

*- Collarini Energy Staffing Inc.*

*- Collarini Career Management*

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## Our Perspective

Worried about losing knowledge when your baby-boomers retire? If you have not instituted a plan to capture the collective knowledge of your organization, now is a good time to invest in your company's future effectiveness. Information builds knowledge, and managing knowledge builds company wisdom.

Whether **bringing technology** in or **preparing for people to leave**, good planning can give you an edge. We hope our thoughts are of help.

Your Friends at Collarini

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## Upcoming Events

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### **ISA EXPO 2007 Technical Conference**

**October 2-4, 2007  
Houston, Texas**

Join industry experts to share the latest industry trends and technologies at Reliant Center.



*The international society of  
applied geophysics*

### **SEG 77th Annual Meeting**

**September 23-28, 2007  
San Antonio, Texas**

Join geophysicists from all around the US for the SEG International Exposition and Annual Meeting.

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## Employer Tips

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### Welcoming the Trailblazer! Hiring for a Newly Created Position

With new employment in our industry remaining strong, and with increasingly specialized technology, employers have to create positions for individuals with skill sets new to the company's talent pool. This situation can create special challenges for both the new employee and the organization, because neither is quite sure how to include both the new employee and skills into an effective team. Expectations to perform well are high for both. We thought now would be a good time to talk about some insights and factors to consider.

**Lacking infrastructure!** If the company ends up not quite ready on the first day, the new employee may find his or her desk to be in the copy room with no phone or computer. This situation can be handled with a bit of good humor and positive attitude! But, it may actually be necessary for the new specialist to select the hardware and software best suited to effective performance. What adjustments to the usual infrastructure have to be made? The new employee in a first-time role should expect to roll up his sleeves at first. This can be disruptive to a new employment relationship if these needs have not been agreed in advance; that first week could feel very much like baptism by fire.

**The job description is a "work in process"!** Especially if the new employee arrives as the first of a skill group, a clear job description may be lacking. The employee will want to assist in preparing one, which can be challenging, especially if the job evolves into something different from how it was presented during the interview. This can be overcome through constructive communication between the supervisor and the employee to arrive at clearly defined expectations.

**Nobody to talk to!** The new employee needs to begin to understand the company's culture. The position is newly created, and the newcomer brings skills that may not be understood by the rest of the organization. There may be hesitance by the staff to help the newcomer. "What can I do? I don't know his business!" or "I am too busy myself...isn't the new person here to help us?" From the first day, the employee should be assigned a mentor to help introduce the company and the new hire to each other.

**In-house invisibility!** A new employee must connect to the rest of the organization as quickly as possible. Creating bonds will ensure that a new person will become embedded. The responsibility for doing so lies with both the individual and the employer. The organization can help by providing low stress opportunities to get to know people, such as luncheons and team building meetings. This will create a good basis for the new member to find out what the colleagues expect of him or her, and it will establish an internal network to establish credibility.

**Unrealistic expectations!** Expectations should have become clear during the interview process, but hiring managers may have been focusing on only the new skill sets. Disappointments can be avoided by writing down projects and by having team discussions regarding everyone's responsibilities. Throughout the first months, it should be accepted that the new employee is on a "getting to know" curve.

**Workload creep!** It is normal to consider a new person another resource for existing workloads. The new specialist employee will be taking on responsibilities natural to his or her skill area. Avoid the temptation to pass over a lot of work that has not been able to get completed by others. A balance between passing on some undone work and accepting the new technologies might be just the right way communicate that old and new are both "pitching in".

Most of the issues related to an employee joining a new company can be dealt with by keeping a good line of open communication and by reaching out to make the new person welcome and appreciated. A little more work may be involved for all parties when the new employee represents a completely new patch in the company's talent quilt!

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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 14,000 experts. Please call our [placement managers](#) if you are interested in learning more about these professionals, or check out our website for more candidates.*

**Senior Geologist** with more than 25 years of experience in oil and gas exploration and development and environmental compliance in the oil and gas industry. Capabilities include development geology, reservoir characterization, mapping, reservoir management, log analysis, risk management and uncertainty analysis, and formation evaluation. Experienced in coal bed methane, tight gas sands, and fractured shale with waterflood and CO2 experience. Computer literate with demonstrated proficiency in several scientific and engineering programs such as GeoFrame, and Halliburton Stratigraphy module, including database administration and management in Oracle, Access, and UNIX OS. [Ask for G207.](#)

**Finance and Accounting Professional** with 30 years of industry experience and holds a BBA in accounting who is a CPA in Texas. Has extensive experience in the petroleum industry in the areas of finance, accounting, administration, operations, and business development, both domestic and international. Solid Sarbanes Oxley regulation and reporting experience. Strong management skills with numerous employees from administrative to professional staff, from mentoring to employee relations issues. Managed financial and accounting functions from startup companies to international corporations. Excellent communication and leadership skills. [Ask for A433.](#)

**Exploration and Production Geophysicist** with over 30 years of experience, a BS in geology, and an MBA. Proficient in seismic interpretation and well development programs both deepwater and deep shelf. Experienced using Geoquest, SMT, and Landmark workstation systems. Proven track record as a successful oil finder in frontier and mature basins both onshore and offshore. Known as an innovative thinker who works well with others on multidisciplinary teams and gets the job done right; a strong team player. [Ask for GP799.](#)

**Geoscience Technician** with 15 years of experience. Proficient in log correlations, calculations, seismic maps, and digital files. Well versed with maintaining databases, cross-sections, and 2D/3D navigation. Completed a three-year computer-mapping program resulting in a large database of 35 counties along the Texas Gulf coast. Generated computerized structure maps of the entire east Texas basin on six horizons. Created databases for in-house geophysical base map and seismic inventories. Developed and maintained paleo and log top databases for an exploration department of a major oil company. Also monitored quality control of these databases. Software: Velocity Data Bank, map generation, Energy Graphics, Microstation SE/J, Zeh Montage, GMA, UNIX, Geographix and Openworks. [Ask for TG490.](#)

**Process Engineer** with a bachelor's degree in petroleum engineering and 20 years in the petroleum industry. Areas of expertise include reliability, project, and process engineering on producing and processing facilities. Experience working extensively on static equipment mechanical integrity including improving reliability and managing compliance requirements

on piping systems, vessels, and tanks. Additional experience with oil treating processes, water filtration and injection, hydrogen sulfide removal, incineration, gas compression, heat exchange, refrigeration, and CO2 removal. Computer skills include SAP and Maximo with exposure to ArcView and ChemCad. **Ask for F1189.**

**Corrosion Engineer** with a bachelor's degree in materials engineering and 28 years of experience in corrosion engineering. Areas of expertise include materials selection and design, metallurgy, inspection, mechanical integrity, nondestructive testing, and risk assessments. Additional experience and expertise in coatings, cathodic protection, and corrosion consulting. **Ask for F630.**

**Purchasing Professional** with a bachelor's degree in accounting and 18 years of experience in the purchasing field. Areas of expertise include procurement of heat exchangers, manual valves, instrument valves, flow instruments, pumps, rings, fittings, and other refining equipment. Additional experience in purchasing and estimating direct labor and material cost for fabrication and subassemblies. Computer skills include SAP R/3, Oracle, MANMAN, Ariba, SalesLogix, and Millennium. **Ask for PU66.**

**Certified HSE Professional** with a master's degree in industrial safety and 29 years of experience in the safety field. Areas of expertise include exploration, production, and transportation safety management. Additional experience in preparing safety management plans, orientation manuals, emergency preparedness and response plans, evacuation plans, security plans, health plans, and operations integrity management systems. **Ask for HS232.**

**Drilling and Completions Engineer** with a bachelor's degree in petroleum engineering and over 30 years of experience working as a consultant for independent oil and gas companies. Experienced in drilling, completion, and production operations onshore and offshore, including horizontal and multi-lateral wells, frac-pack and gravel-pack applications, and preparing AFEs. Geographic areas worked include the Gulf coast region and mid-continent. Has computer skills using all Windows applications including ME & XP Pro, Petroleum Information Power Tools, various petroleum reporting software, and various casing and drill string design software. **Ask for DP250.**

**Petroleum Engineer** with a master's degree in petroleum engineering and over 20 years of experience. Highly skilled at reservoir simulation/reservoir engineering (black oil, compositional, and fractured reservoirs and dual porosity and dual permeability models). Geographic areas worked include the United States, Europe, Russia, Latin America, the Middle East, and Africa. Computer skills include Eclipse (100 and 300 fractured and compositional), SAPHIRE, GAP, PROSPER, and MBAL. **Ask for R131.**

**Petroleum Engineer** with a bachelor's of science in petroleum engineering and over 25 years of technical and management experience. Skilled at SEC reserve reporting, acquisition/disposition evaluations, reserve determination and valuation, risked economics, stimulation design, and petrophysical, pressure transient, and PVT analyses. Geographic experience includes the Gulf of Mexico (deepwater and shelf), the Gulf coast, the Permian Basin, south Texas, Arkansas, California, and Mississippi. Computer skills include ARIES (Windows & DOS), OGRE, Prophet, Pansystem, Welltest, Automate, Eclipse, FloGrid, PI/Dwights, Lexco – Owl, Toolkit, QLA2 - Open Hole Log Analysis, and Microsoft Office. **Ask for R571.**

**Reservoir Engineer** with a PhD in mechanical engineering and 30 years of experience working for major E&P and service companies. Skilled in reservoir simulation, reservoir modeling, reservoir characterization, and teaching and training of engineering professionals. Geographic experience includes onshore and deepwater Gulf of Mexico, California, Alaska, Mexico, Russia, Trinidad, Venezuela, Western Siberia, the Caspian Sea, and the North Sea.

Computer skills include Eclipse, Landmark VIP, PEEP, WELTEST, and SAPHIR. [Ask for R534.](#)

**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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### Managing Information in a Transitioning Industry

Knowledge management systems facilitate the exchange of information within a company and, in some instances, within the industry. The more efficiently information and technology are shared, and the results used, the more effective an organization can be. That efficiency translates directly into dollars.

Most people consider knowledge management in the context of sharing best practices and lessons learned. Benefits have been gained via global communication of drilling results, completion technology, fluids research, and other specialized technology areas. But, the volume of other information gathered even within a company is sometimes orders of magnitude greater than the time required to assimilate, understand, and analyze it. Compare it to doing a search on the Internet on a technical topic such as Sarbanes-Oxley (Eight million hits). How do we manage all of the information we collect and see that it is used and transferred?

The large service companies have invested heavily in systems that enable companies to capture, share, and apply overall knowledge in real time, like having ten geologists looking at the same real-time log and sharing expertise on the results. This is an example of a "Community of Practice." These communities can be intra-company or inter-company and may be the way of the future in knowledge management. Advances in technologies that are not proprietary might be able to be shared among companies in such industry-wide communities.

The Society of Petroleum Engineers supports a series of communities called Technical Information Groups (TIGs). These blogs allow members to informally exchange information. Because of the bimodal age distribution in the industry, there are often questions from the youngest age group and responses from the older age group. This in itself is a combination of technology transfer and mentoring in the vein of knowledge management.

In addition, and perhaps most important, is the application of knowledge management principles to the transition of people within the company and the industry, from position to position and from company to company. Some would call this transition protection. It is the preparation for transfer of knowledge, not in terms of technology, but in terms of specific information about oil and gas fields and wells. How many times have we heard that the new geologist has to review and redo the field or that the reservoir engineer must recheck all of the data in a field? How much of that "redo" is due to lack of trust or lack of documentation?

Sarbanes-Oxley, among other events, has caused an expansion and policing of documentation, certainly on the reserves side of the business in public companies. But, it is

still smart business to manage the specific information about our assets in a way that makes our fewer employees more efficient. A solid system for asset documentation and control is as important to geoscience and engineering information as documented facility plans are to operations. It takes some investment, but in the long run, we can accomplish more with fewer. And, careful documentation sets an example for newer technical people to follow.....a legacy mentor.

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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  
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

### *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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