



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

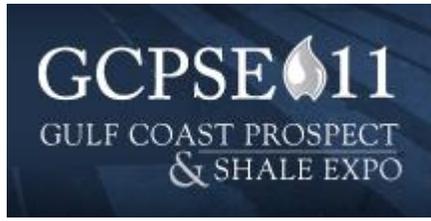
These are very exciting times for a new generation of oil and gas professionals to enter the industry. As we continue to see the baby-boomers exit, there are ample opportunities for a new generation to make its mark and a handsome living while developing very satisfying careers. The knowledge base that is departing our industry continues to be of concern. In one of our [articles](#), we are taking another look at the delicate aspects of managing information in an industry in transition.

On another topic, if you believe you are due a promotion, and it still has not happened, you might find some useful information in our second [article](#).

Please let us know how you are doing.

Your friends at Collarini

Upcoming Events

	
<p>LOGA Gulf Coast Prospect & Shale Expo</p> <p>October 18, 2011 Cajundome Convention Center Lafayette, LA</p>	<p>ATCE 2011</p> <p>October 30 - November 2, 2011 Colorado Convention Center Denver, CO</p>

Employer Tips

(In the past, we have spoken about the level of our industry's preparedness as it concerns the departing generation of baby-boomers. This is still a very timely subject that affects all of us as we try to manage and retain the knowledge accumulated over the past three decades. We think that you will find this article, which we first published four years ago, useful and still very relevant.)

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 the organization. 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 exponentially 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.

Talent Pool

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.*

Senior Business Analyst with a master's degree and 14 years of experience in several industries including oil and gas, energy, healthcare, REIT, and information technology. Expert knowledge of HFM, FDM, and Sybase. Superuser in SAP, Microsoft Dynamics Axapta, and Atlas. Experienced in the areas of financial systems, consolidation, financial reporting, modeling, budgeting and forecasting, variance analysis, and project management. Thorough understanding of data integration and analysis, system assessment and fine tuning, process documentation, improvement, and reporting. **Ask For DB870.**

Senior Environmental Consultant with a bachelor's degree in environmental science and 18 years of experience addressing safety and environmental matters for diverse oil and gas activities. Expert in investigation of hazardous and toxic substances. Experienced in site investigations, field remediation and field operations, well abandonment, workovers, HSSEQ, preparation and submission of environmental impact and environmental site assessments, and development and implementation of HSE MS management policies, plans, and procedures. Additionally, experienced in developing emergency management plans, gap analyses, and environmental auditing. Geographic areas worked include the United States, Albania, Algeria, Colombia, Ecuador, Kazakhstan, Republic of Congo, Trinidad, Venezuela, Russia, South Africa, and Great Britain. **Ask For HS593.**

Senior Health, Safety and Environmental Engineer with a master's degree in environmental management and 19 years of HSE experience in the oil and gas industry. Expert in managing environmental and safety compliance for domestic and international projects. Experienced in drilling, pipeline, refineries, and LNG plant projects. Additionally, experienced in risk assessments, HAZMAT, emergency response, contingency plans, crisis management, incident investigations, rig inspections, air emissions quality control, bioremediation, marine safety operations, waste treatment, radiological protection, and ISO 14000 (environmental management system), and ISO 19000 QSHE audits. Geographic areas worked include the United States, Angola, Peru, and Venezuela. **Ask For HS316.**

Sales Manager with a bachelor's degree in mechanical engineering and 27 years of experience working in the oil and gas industry. Expert in developing strategies for new business development and revenue growth. Experienced in managing technical and business specifications, design data, proposal presentations, technical bid evaluations, design review meetings, final negotiations, and closing sales. Additionally, experienced in directing sales, planning and implementing incentive programs, sales techniques training, and making technical presentations to major oil and gas companies and industry-related seminars. Knowledgeable of API specifications 617, 614, 610, 661, 541, IEC, ISO, ANSI, and ASTM. **Ask For SM412.**

Operations Geologist with a master's degree in petroleum geosciences and ten years of experience working for service companies. Experienced in wellsite and logging geology, log interpretation and analysis, geosteering, and drilling in tight gas sands. Additionally, experienced in onsite and offsite operations support. Geographic areas worked include Colorado, Louisiana and Oklahoma. **Ask For G962.**

Geologist with a Ph.D. in geology and three years of experience with a major oil and gas service company. Expert in researching data, well report analysis, core data integration, raster data interpretation, and pressure data analysis to assist in unconventional prospect identification. Software proficiency in Petrel, GeoFrame, and MATLAB. Experienced in well log correlation, geologic mapping, facies classification, neural network analyses, seismic interpretation, static geologic modeling, and stratigraphic correlation. Additionally, experienced in integrating biostratigraphic data and seismic with

well logs to delineate mini basins, multi-well data interpretation and integration, and mass spectrometry and geochemical data interpretation. **Ask For G2123.**

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.**

Land Manager with a master's degree in business administration, CPL certification, and 28 years of experience working for midsize and small independent oil and gas companies. Experienced in negotiating and cultivating deal flow from prospect inception to oil and gas sales. Additionally, experienced in land administration, employee development, and planning and executing land acquisition and drilling programs. Geographic areas worked include Arkansas, Kansas, Louisiana, Montana, New Mexico, North Dakota, Oklahoma, Texas, and Wyoming. **Ask For L863.**

Reservoir Engineer with a bachelor's degree in petroleum engineering and 33 years of experience working for mid-sized and large independent E&P companies. Experienced in business development, personnel management, exploration planning, project development planning, commercial assessments, and budget administration. Additionally experienced in field development, reservoir modeling, well evaluations, prospect evaluation, operations support, reserves analysis, and reservoir modeling. Geographic areas worked include Texas, the Gulf coast, the Gulf of Mexico, Louisiana, Utah, Wyoming, the Rocky Mountains, Mississippi, Gabon, South Africa, and the North Sea. Computer skills include Peep, Decline, Decision Tree, MBAL, PROSPER, GAP, and PVTp. **Ask for R886.**

Reservoir Engineer with a master's degree in petroleum engineering and five years of experience working for a major oil and gas company. Experienced in uncertainty analysis, reserves estimation, reservoir simulation, integrated production modeling, PVT modeling, and economic analysis. Geographic areas worked include the Green River basin and the deepwater Gulf of Mexico. Software proficiency in Peep, Prosper, STARS, GEM, IMEX, OFM, and IPM Suite. **Ask for R946.**

Drilling Engineer with a bachelor's degree in petroleum engineering and 11 years of experience working for large service companies. Experienced in well planning, AFE preparation, design of BHA tools, underbalanced drilling, MWD operations, formation pressure evaluation, and crew supervision. Geographic areas worked include the deepwater Gulf of Mexico, Alaska, Texas, Louisiana, New Mexico, the Middle East, the Persian Gulf, and the Caspian Sea. Software proficiency in BHASYS, WellArchitect, DigiDrill, and RIGSITE. Language proficiency in French, Romanian, Spanish, and Italian. **Ask for D466.**

Drilling and Completions Engineer with a bachelor's degree in petroleum engineering and 33 years of upstream oil and gas experience working for independent E&P companies and service companies. Experienced in rig installation, horizontal, extended reach, and vertical drilling; underbalanced drilling, completions, workovers, facilities construction, fracturing, artificial lift, well design, writing AFEs, designing drilling and completion programs, casing design, and budgeting. Geographic areas worked include west Texas, south Texas, the Texas Gulf coast, California, Oklahoma, Louisiana, Arkansas, New Mexico, Alaska, China, South America, and the Middle East. **Ask for DP215.**

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Career Advice

Will I EVER Get That Promotion?

Everyone wants to feel valued by their employer and that valuation is often shown through promotion. When employees fail to receive promotion on the job, they soon become dissatisfied and prepare to leave for greener pastures. Employees often feel that if they work hard and are good at what they do, promotion should come automatically.

As it relates to promotion, personal performance is more than being good at what you do. Being good at what you do is your necessary service. Promotion also requires some finesse on the part of the employee. Let's look at a few things you may not realize matter in the race for promotion.

Are you liked? Even if you think it's unfair, it's still true: likable people get promoted. A *Journal of Counseling Psychology* study revealed that job promotion was higher for people who scored high on personality factors such as warmth and empathy. It's not about being fake; it's about getting outside of yourself and genuinely showing concern for others. People who care are cared for, and in the office that means promotion. Look for ways to help your colleagues and superiors be better and promotion will come.

Do you work harder or smarter? Just because you work the longest hours of anyone in the office, does not mean you deserve promotion. People are employed to solve problems and get results. If your long hours don't translate into bottom line results, you may just be spinning your wheels looking for a promotion that you haven't actually earned. And when you do produce results, don't be shy about telling others. Peggy Klaus, communications and leadership coach to Fortune 500 corporations, teaches that strategic self-promotion often is the best way to avoid being overlooked.

Are you working on important projects? The key to getting your boss's attention is to work on projects important to your boss. Yes, all of your work is important, but some work is more important than others. If your boss has to stay late to complete a project, volunteer to help him. Look for the holes in your department and make recommendations to close them. Those not in the know call it "brown nosing", experts call it "*managing up.*" Bosses appreciate employees who take responsibility, show interest, and are proactive.

Those on the fast track to promotion are likable, focused on what makes the company better, and actively looking for ways to add value. Promotion is not automatic and it doesn't come to everyone who is doing a good job at work. Promotion comes because of perceived value added. Be likable, work smart, and focus on what's important to your boss and promotion will come.

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):

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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