



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



Women's Business Enterprise
National Council
WBENC

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

Volume 15 • Issue 6 • November 2015

Our Perspective

We are often inspired by some of the things that people we admire have said. Can revisiting those rekindle our own strength and enthusiasm and help us share that renewed energy with others around us? We think so, and we think it can bring powerful renewal when times are tough.

And, it is time for straight talk about being laid off. How to evaluate your position and do something about it is the subject of this month's career tips. We are receiving resumes from people at more than twice the pace of last year, so we know you are not alone. We hope you will benefit from some of these ideas

Your friends at Collarini

Upcoming Events

[^ Back to Top](#)



[2015 Houston Oilfield Expo](#)

George R. Brown Convention Center
Houston, TX

December 9 - 10, 2015



[2nd Annual EPC Contract Management](#)

Houston, TX

January 13 - 14, 2016

Employer Tips

 [Back to Top](#)

Inspiration for **Leaders** All of Us from Others

It's easy to dwell upon the current oil price downturn and the extensive hardships it has caused; it is a shadow over us that we all want to talk about. But, maybe an inspirational thought or two will give us some light in the darkness and help us more positively go forward together.

Albert Schweitzer said, "At times, our own light goes out and is rekindled by a spark from another person. Each of us has cause to think with deep gratitude of those who have lighted the flame within us." Perhaps you remember that mentor who re-excited you about a new completion technology or found an old reservoir calculation that we have forgotten about with computers handling so much of the load. If you recall that experience of reigniting your interest in our business, share it with a colleague; if you have not had that happen to you yet, pay it forward!

When you are the leader, or even a member, of a team or small community of employees who remain in a company, you can make a difference by communicating positive thoughts and new ideas. By embracing the glass half-full theory, we can actually benefit during a downturn and prepare for the time when business conditions improve. How? If you are in engineering, figure out how to make things better; cost structure issues, organizational efficiencies, and best practices with fewer resources are easily pushed aside when the sun is shining. But when bad times begin, there is usually time to learn how to operate leaner, perhaps even to invent new processes or technologies that make a real difference in actually getting things done. If you are in the land profession, it may be the best time to develop better relationships with landowners who are having trouble leasing their properties and getting them drilled. If you are in the geosciences, you may have time to rekindle your own interest as well as that of someone else in new software features you previously did not have the time to explore.

Taking just a little time each day to appreciate the fortune we have in our lives can make us each want to share that with someone else who may be feeling a bit uninspired. Even helping one person makes a difference! As Mother Teresa said, "We ourselves feel that what we are doing is just a drop in the ocean. But if that drop was not in the ocean, I think the ocean would be less because of that missing drop."

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.

Production Engineer with a bachelor's degree in petroleum engineering and four years of experience with a major and a large independent. Experienced in production optimization for a large waterflood with over 800 wells, including monitoring real-time production, supporting corrosion programs, monitoring reservoir sweep efficiency, and optimizing artificial lift and chemical programs. Also experienced working with field personnel to ensure that wells are repaired in the most cost-effective manner by adjusting well procedures. Geographic areas worked include the Permian Basin. Knowledgeable to proficient in WellView, RODSTAR, XDIAG, Cbalance, OFM, Snap, PROSPER, MOC, SAP, XSPOC, DSM, Avocet, and Cygnet. Fluent in Italian and Tigrigna (Ethiopia). **Ask for P654.**

Production Engineer with a bachelor's degree in petroleum engineering and four years of experience with independents. Experienced in advanced data management including implementing a production dashboard for remote daily production monitoring by engineers. Also experienced in hands-on field operations, optimizing production through various methods including fluid level analysis, pump teardown reports, and variance reports, and designing remedial workovers on pumping wells. Geographic experience is the Bakken in North Dakota, and computer proficiency is high in Excel. **Ask for P805.**

Drilling Engineer with a bachelor's degree in mechanical engineering and 37 years of oil and gas industry experience working for majors, independents, and as a consultant. Experienced in offshore platform operation, workovers, drilling, completions, workovers, and completion evaluation. Geographic areas worked include Texas, Louisiana, Kansas, the Gulf of Mexico, Western Ireland (offshore), and the Celtic Sea. **Ask for D80.**

Petroleum Engineering Manager with a bachelor's degree in civil engineering and 40 years of experience working for small to major operators and a large service firm. As a manager, oversaw an operations team of more than 100 personnel, managed an operations budget of \$84 million, and ensured that safety, compliance, and environmental goals were met. Reduced lease operating expenses by 23% and improved processes and team communications. Technical expertise includes A&D analysis, field and well evaluations, operations, reserves, economics, and budgeting. Conventional and unconventional play experience. Geographic areas worked include Texas, Oklahoma, Louisiana, and the Gulf of Mexico. Software proficiency in ARIES. **Ask for R128.**

Executive with a bachelor's degree in mechanical engineering and more than 30 years of experience working for major and independent oil and gas companies. Change agent skilled at using benchmarking, best practices, and technology to improve organizational processes. Excellent analytical, interpersonal, and cross-cultural communication skills. Experienced in new ventures, business development, asset management, operations turnaround, project management, strategic planning, and staff development. Geographic areas worked include the Permian Basin, Barnett shale, east Texas, south Texas, the Denver basin, Latin America, and South Africa. Software proficiency in ARIES and PHDWin. Language fluency in English and Spanish. **Ask for M702.**

Geologist with a master's degree in geology and nine years of experience working for an independent operator and an energy company. Expert in naturally fractured reservoirs and reservoir characterization for carbonates and imaging in challenging environments. Experienced in exploratory well acquisition, planning, execution, and development; geological interpretations, core logging, subsurface modeling, and full lifecycle management of exploration projects. Geographic area worked includes the Permian Basin. Software proficiency in Petra, SMT-KINGDOM, Roxar RMS, and ATHENA. **Ask for G2348.**

Geoscience Technician with a bachelor's degree in psychology and six years of experience in the oil and gas industry working for investment banks. Experienced in producing maps, exhibits, charts, drawings, and montages for client presentations and data room displays, producing cross sections and stratigraphic columns, creating CD labels and covers, creating graphic materials for conventions, and maintaining electronic and hard copy files of drawings and specifications. Software proficiency in Petra, IHS Enerdeq, Global Mapper, CorelDraw, Adobe, QuarkXPress, and Microsoft Office. Language proficiency in Spanish. **Ask for TG896.**

Electrical Engineer with a bachelor's degree in electrical engineering and a master's degree in aerospace engineering. Experienced in developing electrical architecture for downhole control and acquisition systems, designing main boards for telemetry and sensor acquisition, managing external resources to complete eCAD and product file work, designing software architecture, developing firmware, and conducting training and field-test support. Programming language proficiency in C, C++, SQL, Visual Studio, and MATLAB. Software proficiency using Altium, SPICE, and embedded software development. **Ask for IE924.**

Landman with a master's degree in business administration and over 30 years of experience working for majors and large independent oil and gas companies. This candidate has a proven track-record on world-class, large-scale, and complex projects; full-cycle land expertise, and successful business development skills. Experienced in identifying business development opportunities, negotiating operating agreements, mentoring staff, and managing and divesting assets. Geographic areas worked include the Texas Panhandle, Oklahoma, the Rocky Mountains, the Gulf of Mexico, Asia, and South America. Certified Petroleum Landman. **Ask for L1170.**

Accountant with a bachelor's degree in accounting and over 30 years of experience working for upstream operating and midstream companies. Experienced in revenue, plant, production, and project accounting including variance analysis, ONRR reporting, JE preparation, management and quality control of TIPS data, financial forecasting, review and update of allocation spreadsheets, general ledger analysis, capital and lease operation expenditure analysis, joint interest billing, account reconciliation, accounts payable, accounts receivable, and cash management. Software proficiency in SAP (MM, PRA, PP & FI), FieldDIRECT, OGsys, Bolo, PeopleSoft, Oracle, Enertia, TIPS, ProCount and QuickBooks. **Ask for A756.**

Landman with a bachelor's degree in business administration and over 35 years of oil and gas industry experience working for large independents. Very professional and highly articulate individual with solid experience and ability to install best-in-class land practices within any organization. Experienced in trade negotiations, contract preparation, employee supervision, prospect analysis, lease acquisitions, budget management, and the drilling of development wells. Geographic areas worked include Alabama, Colorado, Kansas, Kentucky, Louisiana, Michigan, Mississippi, New Mexico, New York, Ohio, Oklahoma, Pennsylvania, Texas, West Virginia, and Wyoming. Certified Petroleum Landman. **Ask for L1179.**

Regulatory Analyst with over 25 years of experience working for small to large independent oil and gas companies. A regulatory expert with strong work ethics and a professional demeanor. Capable of prioritizing all regulatory matters for the whole production cycle. Experienced in preparing, updating, and publishing regulatory status reports; tracking project deadlines, coordinating with regulatory agencies, and monitoring state and federal agency websites to inform management regarding significant regulatory changes. Additionally experienced in monitoring well reporting databases, creating initial wellbore schematics, and producing rig activity reports. Geographic experience includes Oklahoma, Texas, Alabama, Arkansas, and Mississippi. Software proficiency in FieldDIRECT, Enerdeq, DI Desktop, Drillinginfo, TOW, PERC, RIMBase, WelleZ, and WellView. **Ask for L1180.**

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

Straight Talk about Being Laid Off

Why me? That is the first question, isn't it? Well, you are not alone. Once you kick the walls and scream loudly, and you are ready to make the plan we mentioned last time, here are some possible reasons it was you and some things to think about as you evaluate your future.

Last in first out:

Somebody has to go when overhead just gets too high to be economically justified. If you were in one of the last groups hired, you may be the first to go. While this may be unfair on a merit basis, you just may not have had enough time to demonstrate what you can do. A large number of people with fewer than five years of experience and over 35 years have been laid off, but not all. There may be a lesson or two to be learned from self-evaluation. Who in your experience group was kept? Look at them honestly compared to you. Could you have done something differently? Maybe, or perhaps it really was just the luck of the draw.

In the wrong place:

Jobs are eliminated. Capital and expense projects, especially drilling, go first. Fewer rigs need fewer people, fewer engineers, managers, contracts, purchasing, even accounting. Sometimes HR is the last to be affected, but eventually smaller staff means a reduced need there, too. The decisions made about who would be let go might depend upon what projects you were working on or where you are. Would you need to be relocated to move to a different job in the company? Is the whole department eliminated? As you seek different employment, maybe you can make yourself more attractive to a new company by studying how what you have learned in one play can be applied to another. For example, how does the unconventional Marcellus you have worked compare with other shale plays you have not yet? Can you make yourself more marketable by knowing how to sell the experience you have in one place with what is similar in another?

Not in the right job:

Sometimes, decisions about who to lay off have to do with employee performance or mismatch of capabilities with company needs. Usually, people who really enjoy their work achieve results for the company, and it shows. Sometimes, people accept jobs that they later find do not suit them. Sometimes, the company pushes us into positions where they really need help, and it is not the right spot for us. Anybody can get caught up in this. Evaluate whether that is what happened to you. Figure out what you really like to do and pursue it, even if it means taking a lower level job to build up your credentials and resume.

Nothing stays down forever. Although experts disagree on the length of this down-cycle in hydrocarbon pricing, we can be certain that prices will recover at some point. This is the time to review the historical cycles of oil and gas supply and demand to get a better understanding of the global markets. You have many concerns, but there are choices for you right now. Rely more than ever upon your networks; don't stop the work you are doing with organizations as a volunteer, because that can help you in a lot of ways. And, stay flexible about considering contract employment as well as full-time work. It can be lucrative, fulfilling, give a lot of good experience and new contacts, and tide you over during this down time. There are experts who can help you understand these options, and you may want to consult one.

Please share this with your friends and colleagues who may benefit from it.

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	Materials and corrosion engineers
Administrative and clerical personnel	Mechanical engineers
Business analysts	Operations supervisors
Civil and architectural engineers	Pipeline, riser, and subsea engineers
Data Management	Process engineers
Drilling engineers	Procurement personnel
Drilling operations supervisors	Production engineers
Energy trading professionals	Production operations supervisors
Executives	Project managers and support personnel
Facilities engineers	Quality control and inspection personnel
Geologists, geophysicists, and petrophysicists	Reservoir engineers
Health, safety, and environmental personnel	Sales and marketing professionals
Human resources personnel	Technical writers
Instrument and electrical engineers	Technicians, drafting and graphic
IT professionals	Technicians, engineering and geoscience
Land, legal, and supporting personnel	
Marine engineers and naval architects	

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.