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Our Perspective

Demand for professionals experienced in evaluating oil and gas reserves remains high. In addition, companies are increasingly spending time and resources to educate their in-house, non-technical staff to raise awareness and understanding on the issues. For example, in August, Collarini professionals will be holding a lunch and learn session to the Houston energy chapter of certified accountants. Understanding reserve accounting principles is no longer a luxury – it is a must. You may consider this as you review the level of knowledge in your own staff and the exposure that may be hidden.

In this newsletter, we continue our series of articles on what successful companies will have to do to assure that their talent pool stays full enough to get the job done in this period of increased demand for oil and gas professionals. The article may give you some ideas where and how to attract more experienced personnel.

Your Friends at Collarini

Upcoming Events

Summer NAPE 2005

August 24-25, 2005
George R. Brown Convention Center
Houston, Texas

Registration and Information
Or Call (817) 847-7700

Nape® was founded in 1993 to provide a central arena for oil and gas companies to introduce oil and gas prospects via exhibit booths to energy professionals at all levels of responsibilities including geologists, geophysicists, engineers, landmen, chief financial officers, chief executive officers, and other managers. NAPE brings state-of-the-art prospects, advanced technology and energy capital formation all together in one location, creating a pure market place to establish strategic alliances for doing business and initiating purchases and trades.

Upstream News

The SPEE: A Valuable Resource

The reservoir evaluation side of the business has found itself in the spotlight over the last year or two. Reserves are definitely a hot topic. Both the mass-market media and oil-industry magazines are still full of articles about reserve write-downs, Sarbanes-Oxley requirements, certification of reserve evaluators, and shortcomings of reserve definitions. Many of our recent newsletter articles have addressed with these topics. It is hard to keep up with it all.

One of the resources that helps us keep up with all the proposals and changes in the evaluation business is the Society of Petroleum Evaluation Engineers (SPEE). SPEE is the only organization that is dedicated exclusively to those of us in the petroleum evaluation business.

SPEE was started in 1962 and has kept a relatively low profile. Until just a few years ago, SPEE required its members to be registered engineers. Since few engineers inside of E&P companies were registered, most of the SPEE members were consultants. Now that registration is no longer required, many more E&P employees are joining.

SPEE membership benefits its members in several ways. Presentations at its monthly meetings are a great way to stay abreast with the latest in the evaluation end of the business. Whether it is methodology, technology, legal requirements, or whatever, the topics are timely and helpful. The monthly meetings are also an excellent way to network with other evaluation experts. Additional networkings as well as more detailed presentations are available at the annual meetings.

SPEE's publications, including the annual "Review of Parameters used in Property Evaluation", "Monograph I - Guidelines for Application of the Definitions for Oil and Gas Reserves", and "Perspectives on The Fair Market Value of Oil and Gas Interests" are useful materials to anyone involved in oil and gas property evaluation.

SPEE is currently one of the leaders in the discussions about whether petroleum reserve evaluators should be certified. SPEE has formed an exploratory committee, and they have polled their membership to help decide whether or not to endorse any proposal.

You probably feel like we do, that there are many more professional organizations available than anyone could possibly support. However, if you are in the reservoir evaluation side of the business, SPEE is one you should surely check out. More can be found at their website, www.spee.org.

Talent Pool

The following biographies are just a small sampling of the kind of talent available in our talent pool of over 11,000 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 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 P0437.**

Petroleum Engineer with 25 years of experience with a major oil company, both domestic and international. Knowledgeable in reservoir, acquisitions and divestments, and planning. Experienced in reserve estimation, field studies, portfolio and project economics, transient pressure testing, field development, production optimization, budgeting and strategic planning. Geographic areas worked include south Louisiana, the Gulf of Mexico, and the Gulf of Thailand. Proficient in relational databases, including MS Excel and Access, Comshare, and Oracle. **Ask for R0526.**

Geophysicist with extensive and diverse technical experience including a focus on exploration and exploitation investigations, geophysical data acquisitions and processing, new ventures and business development. Demonstrated detailed knowledge on projects in North America, South America, Russia, Middle East, Africa, Asia and Southeast Asia. Proven

oil finder with strong interpersonal skills, cultural sensitivity and excellent organizational ability to achieve results in international environments. Fluent in English, French, Russian, languages and with a working knowledge of Spanish. Workstation experience includes Landmark Seisworks, Geoquest IESX and SMT. Ask for GP387.

Production and Exploration Geologist with a Bachelor's Degree and 22 years of experience with a major and several independent oil companies and as a consultant. Experienced in well-site log evaluation, prospect evaluation, field studies, economic evaluation, formation evaluation, and analyzing reservoir performance. Geographic areas worked include the Gulf coast, the Permian Basin, mid-continent, Texas, and the Rocky Mountains. Computer skills include MS Office and Landmark workstation. **Ask for G215.**

Petroleum Engineer with 25 years of widely varied production engineering experience. Highly skilled in the design, installation, and operations of rod pumping and electrical submersible pump (ESP) artificial lift solutions. Experienced at working with field operations personnel on assignments that combine in-office with fieldwork. Geographic experience includes Oman, California, the Permian Basin, Montana, and Michigan. Computer expertise in artificial lift software and MS Office. **Ask for P0414.**

Geoscience Technician with 16 years of experience working for two major companies in the oil and gas industry. Experienced in database administration, report writing, and gathering well data. Computer skills include Aries, Access, Finder, UNIX, XEDIT, Landmark ZMAP, Oracle/SQL, WordPerfect, Lotus 1-2-3, SeisWorks, Access, and the Statistical Analysis System (SAS). **Ask for TG56.**

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

www.collarini.com

Upstream Careers

Solving the Human Resource Crisis

Focus Two (cont'd): Retaining and recruiting mature and more-experienced human resources, no matter where they are!

Traditional retention and recruiting strategies are not enough to sufficiently identify and retain both the experiential knowledge and the total man hours necessary to fuel the growth in our industry and in our individual companies. The data related to the "Great Crew Change" has been demonstrated in many ways and its not necessary to recreate here as we have all seen it. How will successful companies sustain a steady supply of senior talent for their organizations?

Large major, independent, service, and EPC companies need to retain rather than recruit and should consider different solutions that will allow their technical talent to continuously stay with the company past the normal retirement years. The current solution of occasionally utilizing retired individuals as consultants disconnects their experiential knowledge at retirement and tries to reinstate it one or two years later. At a defined point in individual careers, companies should offer defined options for reduced, flexible work schedules in order to encourage staged, rather than sudden retirement. Additionally, the IRS should be encouraged to change the pension laws to allow the payment of partial income and partial pension to also allow staged retirement.

Mid-size and small independents and service companies need to recruit rather than retain, by selling the flexibility of their organizations to meet an individual's need. The owner of the Houston Astros, Drayton McClane, presented the perfect model when he talked Roger Clements out of retirement by not requiring him to travel with the team when he is not pitching. This solution allows Roger to meet both a personal and professional need. Mid-size and small companies can be flexible enough to create solutions for a single individual, giving this group a distinct advantage in recruiting.

Companies with international operations need to find ways to attract those individuals who are interested in international work and travel, including finding ways to include the spouse in the employment solution. Companies must find unique ways to find individuals whose first priority is traveling. Rotational assignments which give couples an opportunity for other related travel as well as visit family will yield the best results.

None of these strategies by themselves will do the trick. Today's successful companies must be creative and employ a variety of old and new approaches to find the right human resources. In our next article, we will look at methods for recruiting the mid-level talent that is so hard to find in our industry.

Does the term Consultant or Independent Consultant hurt your resume? Only if you let it!

As the Exploration & Production industry continues to pick up speed, companies are bringing more full-time hires than the industry has seen in years. With the cyclical history of this market, quite a few professionals have kept busy working as a "consultant." Some have become consultants by choice and some by economic necessity. Now as these workers try and take advantage of the market, they are sometimes being turned away!

First, what is a consultant? Webster defines it as one called in for professional advice or services. Sounds like a valuable asset. So why does the word consultant sometimes carry a negative connotation? The stigma of a "consultant" stems from the vague and blanket nature of the term. E & P professionals who have been caught up in the downsizing of the '80s and '90s have adopted the term. While many consultants run legitimate businesses, others swell the ranks using a title that was nothing more than a placeholder. In many instances, the term has lost credibility and become suspect.

Consultant on your resume is not a problem if you show it right. How can this be done, you ask?

Let's start with spinning the consultant role into a positive. First, in order to get a consultant position, you had to sell yourself and your skills. Sounds pretty entrepreneurial! Consultants are typically brought in to yield results, so you need to show them, with the exception of confidential information of course. Emphasize the breadth and depth of the experience you've gained as a consultant. Where possible, point out situations when an employer retained you multiple times. Take some time and understand your target audience. What are their weaknesses that can be helped with your strengths, including geographical expertise, etc? Shift the focus away from the term consultant and onto the actual work and associated accomplishments. Develop a functional style resume. Highlight each assignment, categorizing by project and details of the engagement. Focus on skills employed, actions taken and results realized.

About Us

Connecting the Industry's Experts...

[Collarini Energy Staffing Inc.](#) is a full-service agency specializing in the placement of exploration and production personnel including the disciplines listed below (other supporting personnel are managed upon request):

Accountants and supporting personnel
Administrative assistants
Business analysts
Civil engineers
Clerks
Database administrators
Drilling engineers
Drilling operations supervisors
Electrical/Instrument engineers
Geologists
Geophysicists
Health, safety and environmental personnel
Landmen and supporting personnel
Management personnel
Material/Corrosion engineers

Naval architects
Operations supervisors
Petrophysicists
Process engineers
Procurement personnel
Production/Completion engineers
Production operations supervisors
Project managers
Reservoir engineers
Subsea engineers
Surface/Topsides engineers
Technical writers
Technicians, drafting and graphic
Technicians, engineering
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 oil and gas industry and expertise in career issues to help oil and gas 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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