

Our Mission

"To be the Leader in Supplying the Highest Quality Technical and Professional People Solutions to the Resource Industries"

OPTIMIZING "USING WHAT YOU HAVE"

By David Banks, President

Over the past few years, RPI's newsletters have been forewarning about the coming problems of shortages of professional personnel in oil & gas and its related industries and talking about ways to mitigate the effects. It is not that my opinions were unique, but represents a perspective on the issue, viewing events from a different angle and may have allowed me to see around the corner.

I think it is a fairly widely understood phenomenon that the technical and professional talent pool in Alberta is reasonably finite. There may be some adds and subtracts at the margins, but essentially demographics dictate the numbers we are having to work with.

As I see the situation, there are three ways to enhance the talent pool. Two of them deal with demographics: that is making new entrants more productive and keeping those approaching retirement, and are capable and willing to work, in the workforce. The third way, and the one which I think we can do most with, carries a title familiar to us all, optimization.

It might seem that there are limited techniques to improve production that have not already been done. But seemingly simple operations can be used to improve production - like operators who know the need to lower the sucker rods until the pump taps, but do not always do this. Although these things seem fundamental, maybe now is be a good time to look at some prior newsletters articles to see what was talked about to optimize people results.
Con't ...P2

Candidate Profiles

The profiles shown in this newsletter are representative of candidates in our database who are seeking permanent or contract positions.

Availability of candidates is on a priority basis.

THESE PROFILES ARE NOT JOB POSTINGS.

Senior Petroleum Engineer

REF. #06-06-01

A Senior Petroleum Engineer with 20+ years experience in all the engineering aspects of exploitation, A&D, joint ventures, production engineering, well workovers, well completions, drilling, and reservoir engineering. Good interpersonal and communication skills. Extensive experience in CBM, sweet & sour deep gas, and shallow gas & oil.

Manufacturing Engineer

REF. #06-06-02

Innovative corporate professional with successful, broad-based experience in business development and manufacturing engineering. Special expertise in analyzing complicated workplace and market issues. Has strong interpersonal communication and presentation skills. Recognized for significant contributions in strategic planning, business development, operations/process control, decision making, and project management.

Executive Business Advisor

REF. #06-06-03

A seasoned executive business advisor with 15 years of experience in mergers, acquisitions & divestitures, strategy evaluation, planning and execution, and production management. Broad based financial experience. Enhanced ability to quickly build strong relationships at all levels in an organization and greatly influence corporate strategic direction.

Reservoir Engineer

REF. #06-06-04

A Reservoir Engineer with 10+ years of supervisory experience in the Western Canadian oil and gas business coupled with hands-on involvement in international operations. Proven track record of accomplishment in field-wide waterflood project management, oil & gas field exploitation and development. Has strong reserve and economic evaluation skills. Demonstrated acquisition and disposition experience.

Senior Geologist

REF. #06-06-05

A Senior Geologist with skills in generating economic oil & gas, exploration, and exploitation prospects. Has experience in clastic and carbonate stratigraphy. Willing and able to be part of management or work as an independent consultant.

Evaluation Engineer

REF. #06-06-06

Has over 25 years of diverse technical and commercial petroleum industry experience. Skilled in profitable full cycle exploitation of oil and gas reserves. Commercial experience includes midstream operations, business development, natural gas transportation management and marketing, drilling and completions, project management, facility design and construction, reserve studies, and economic evaluations.

*Increase value by making the most of your
people investment*

Candidate Profiles (Cont'd)

Senior Engineer

REF. #06-06-07

A Senior Engineer familiar with economic evaluation of gas conservation projects. Experienced in preparation of annual flaring/venting reports. Advised on criteria for a royalty waiver program for solution gas projects. Handled applications for multiwell bitumen drilling programs to determine if gas conservation was economical and required.

Senior Financial Accountant/ Controller

REF. #06-06-08

A Senior Financial Accountant/Controller experienced in joint ventures, regulatory, year end audits, corporate tax accounting, annual financial budgets, acquisitions, and divestments of assets. Available for contract or a permanent position.

Senior Geologist

REF. #06-06-09

A Senior Geologist with skills in exploration prospect generation in the deep basin as well conventional shallow gas in Alberta and British Columbia. Has a track record for developing successful drilling prospects. Available for contract work two to three days per week.

Financial Executive

REF. #06-06-10

A Financial Executive who oversaw provision of leading edge services around the globe. Thrives in an environment of innovation. Effectively translates corporate strategies to business unit goals and results. Created sales growth and superior customer experience. Delivered large scale continuous improvement change programs, implemented best practices, led region wide cross functional teams, and maintained trusted client relationships in a complex business from coast to coast.

Petroleum Engineer

REF. #06-06-11

A Senior Petroleum Engineer whose skills include designing new enhanced oil recovery (EOR) projects and improve existing ones, reservoir simulation, and evaluation of exploration and exploitation projects. Available for contract or a permanent position.

Con't: OPTIMIZING - USING WHAT YOU HAVE

In March of 2006, my article stressed the need for mutual understanding between employers and employees so that each could contribute to the success of the other. In December of 2005, the avoidance of disasters was the subject and dealt with optimization by transfer of knowledge from those who have seen it all before to those who are about to see it. Similarly, to avoiding the Tsunami, the upcoming generation needs to know how to not "bet" the company knowingly or unknowingly.

In September of 2004, the importance of timing was raised. "When" you do things can have more effect in some cases than doing the thing itself. What is particularly humorous at this time is that we were extolling the virtues of \$30.00 oil. In the September 2003 issue, the subject was optimization: detailing some of the ways companies could optimize the various departments of their organizations. As far back as March 2000, the newsletter discussed the constant vigilance that is required to keep professional staff – "the right people in the right place".

Over the years my articles have put stress on not just hiring people, but getting the right people, hiring people to do the things they are good at, and getting them to use their experience and expertise most of their work time. I use the comparison of the pumping oil well: to have everything work together you need to tap the bottom, adjust your stroke lengths, lower the fluid level, reduce the back pressure, balance the weights, adjust the SPM, and check for foam.

In any office, when dealing with people, the procedures might not seem so obvious, but in my view, there are some things that we can do to produce the same outstanding results as optimizing the pumping operation. Tapping the bottom and adjusting stroke length and SPM is making sure that the team is as efficient as it can be. The fluid level is an indication of what can really be accomplished.

Management time is a precious commodity. My guess is that optimizing professional staff would produce the same impressive results as looking after pumping operations. As long as I have been writing newsletter articles I have stated that optimization is a process and a mindset, not just a one time fix.

Executive Project Manager

REF. #06-06-12

An internationally recognized petroleum industry and EPC contracting executive. Broad experience includes petroleum (upstream, downstream, and heavy oil), power, chemicals, and forest industries. Management experience includes both owner/operating companies and engineering and construction contractors. Projects have ranged from small lump sum jobs to multi-billion dollar programs.

Senior Oil & Gas Accountant

REF. #06-06-13

A Senior Oil & Gas Accountant with skills in financial statement preparation on oil & gas properties prior to divestments. Has set up all master files for operated and non-operated properties, month end closings and related reports, year end reporting for royalty holders. Joint venture and production accounting.

Human Resources

REF. #06-06-14

A Human Resources Executive with over 15 years experience specializing in developing and implementing HRIS systems including recruitment, compensation, performance management, employee relations, and employee training. Experience spans the manufacturing, construction, finance, government, retail, and hospitality sectors.

Mechanical Engineer

REF. #06-06-15

A recent graduate in mechanical and materials engineering. Specialized in mechanical engineering, with an emphasis on engineering design and the oil and gas industry. Was a dedicated, hard working student who always looked for a challenge. Is proficient in both Mechanical Desktop, AutoCAD with Solid Works, Cosmos Motion, and ProEngineer.

GLOBAL PETROLEUM SHOW
June 13th – 15th, 2006
ROUND UP CENTRE - BOOTH #1324

"Our Professionals"

David Banks, President

Barrie C. Burch

Jack Melnyk

Edwin M. (Win) Fraser

Blair Killen