

Our Mission

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

EXPECTATIONS

AND

PERCEPTIONS

By David Banks, President

Expectations and perceptions drive our actions. Once expectation and perceptions diverge from reality or become detached, then actions are no longer rooted in fact and this is when things go "off the rails". For example: In time of war, opposing countries try to keep real information at a minimum and in its place substitute mountains of baffle-gab, most of which can be misleading or misguided, and certainly can be biased.

We now live in the information age where given a few minutes at a computer anyone can download seemingly authoritative and well-researched articles, opinions, and facts on almost any subject. This access to prodigious amounts of information, plus the speed and ease of assembling it, have created a situation where a lot of information can be used to support any position. That is, the overwhelming volume of information can conceal the very short supply of real facts.

The hiring process requires differentiating all of the perceptions from the realities. Both those doing the hiring, and those being hired, have expectations created by their understanding of the situation. The issue is that our actions, regardless of the part we are playing in the process, will be to a large extent, affected by the way we understand the situation. For example: retention programs established by

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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 Engineer

REF. #0306-01

A Senior Engineer with extensive experience with the design and operation of electronic data management and document control systems for oil and gas engineering projects. Large projects have been taken from exploration through detailed design, construction, commissioning and start-up to steady-state operation. Has demonstrated ability to analyze engineering and business processes including engineering and data-workflow, data status, and operator requirements.

Senior Engineer

REF. #0306-02

A Senior Engineer with broad based skills and experience in reservoir and economic evaluations, joint venture negotiations, and production engineering evaluation. Experience both internationally and domestically have given this candidate an excellent prospective. Good world wide contacts both within and outside oil & gas.

Senior Engineer

REF. #0306-03

A Senior Engineer with skills and experience in production operations, regulatory affairs, environmental risks, oil & gas facilities, and coal and methane projects. Opportunities to expand current skills and increase exposure to new engineering disciplines will be ideal for this candidate.

Senior Land Consultant

REF. #0306-04

A Senior Land Consultant with over 3 decades of working knowledge and supervisory experience in both land and environmental matters. Is skilled with analyzing various agreements for operated and non-operated properties. Can provide administrative and project management for reclamation and surface land related activities. A solid team player with strong communication, interpersonal, organizational, and administrative skills.

Engineer

REF. #0306-05

Over 35 years of oil and gas industry experience providing evaluation and reservoir expertise in a wide spectrum of assignments in Canada, U.S.A. and overseas. The breadth of this experience includes field operations, office, and management positions. Acquisitions and divestitures have been integral to this work.

Accountant

REF. #0306-06

A Financial Professional with excellent supervisory and leadership skills including day-to-day operations for accounts payable, accounts receivable, information systems, payroll, credit and collections and customer support, divisional budgets, variance analysis, corporate insurance, workers' compensation and lease rentals.

Increase value by making the most of your people investment

Candidate Profiles (Cont'd)

Senior Engineer

REF. #0306-07

A Senior Oil & Gas Engineer whose experience includes equal amounts of time in operating and drilling companies. Current interests span the range of field supervision to executive mentoring. Any position in the previous situations would bring his unique combination of skills and enthusiasm to the job.

Land Executive

REF. #0306-08

This oil & gas Land Executive has made extensive use of an effective land network to bolster the production of several employers. Understanding of the business and technical sides of oil & gas can be used directly by or through others in a mentoring program.

Process Engineer

REF. #0306-09

A Process engineering group leader whose responsibility has gone from design of pad sites, production treatment, and produced water de-oiling facilities to detailed design of boiler feedwater treatment, raw water supply, and water disposal facilities. Variety includes planning, organizing, executing, and monitoring the company's R & D programs.

Senior Geologist

REF. #0306-10

A Senior Geologist with exploitation prospect generation skills in carbonate and clastics in Saskatchewan and Alberta. 24 years of extensive experience in problem solving, geological acumen. This candidate has been able to demonstrate superior hydrocarbon finding skills. Capable of creating new core areas as well as developing existing ones.

Senior Engineer

REF. #0306-11

A Senior Engineer or Technologist returning to the oil & gas industry with broad based experience in reservoir, production and facilities engineering.

Senior Engineer

REF. #0306-12

A Senior Engineer with wide ranging experience in operations, completions, drilling, facilities, reservoir, and acquisition divestment evaluation. As a consultant and employee, has demonstrated management skills in helping companies establish or increase their production while controlling costs. Technical skills accompanying the management as in such cases as log analysis, reserves analysis, and joint venture operations.

Junior Engineer

REF. #0306-13

A Junior Engineer with previous experience as a petrochemical process Engineer in design and Operations. Three years as a research assistant in catalyst preparation, evaluation and characterization.

Engineer

REF. #0306-14

A Professional Engineer with a strong regulatory background in the petroleum industry domestically and internationally. Extensive experience with Aboriginal affairs. Good managerial skills. Commits projects and is well suited to roles requiring technical, multi-tasking organizational talents. Has recently been involved in projects related to the pipelines and oil and gas regulatory regimes in Yukon, Alberta, British Columbia, MacKenzie Gas and South America.

Project Manager

REF. #0306-15

Approximately 13 years of both design and operation including production, production operations, process, project development, facilities engineering, and project management. Duties were very much hands-on inclusive of well stimulation and workovers, re-completions, compression and facilities installations and optimizations, and licensing and regulatory applications, approvals and compliance. Has a very strong business focus, and good analytical abilities.

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EXPECTATIONS and PERCEPTIONS

some producers have been a welcome addition to the employment scene. Obviously, the companies don't broadcast the contents of this defensive strategy to retain personnel and as a result, rumors persist and sometimes, I think, the effectiveness of the programs become an "urban myth". The hierarchy of values is different from person to person. There are many instances where quality professionals will leave for other interesting and challenging opportunities that would enhance their career, and for this, for example, foregoing a bonus. An employee should not be deterred by rumors of an impenetrable defense, and should not ignore good opportunities because of it.

Former employees or co-workers can be a very convincing source of information even though it can be extremely inaccurate. No team is static. People change too. A good/poor player on one team does not necessarily continue to be good/poor player on a new team. Characteristics that make someone a good leader capable of creating a successful company in one situation may not be as effective in another situation. The perception of a skill set can be very different than reality. The present has to be separated from the past.

Spending the time and effort to align perception with reality and to create realistic expectations will be time well spent if you are a company searching for quality professionals or a professional looking for ways to expand a career.

Remember Talent Assurance?

In the fall of 2003, I was active in promoting a program of keeping people from retiring by offering them prospects of interesting work. These same professionals are retiring or thinking about retiring, but RPI has been able to keep track of a significant number of them. These professionals usually want to offer their substantial technical and managerial experience and have found vary satisfying, productive opportunities.

GLOBAL PETROLEUM SHOW

June 13th - 15th, 2006

VISIT US FIRST

ROUND UP CENTRE - BOOTH #1324

"Our Professionals"

David Banks, President

Barrie C. Burch

Jack Melnyk

Edwin M. (Win) Fraser

Blair Killen