

## Our Mission

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

### **The Hierarchy of Values**

*By David Banks, President*

I recently attended a Petroleum Society (IBDSIG) lunch where the speaker was discussing understanding other cultures and referred to "the hierarchy of values". I have been musing on this statement as it intrigues me how it applies to so many facets of our lives. That is the order in which each of us place our values. So when speaking of others, we are likely to say, "Oh, they don't think like me" or "they don't value what I do". Well, it is actually possible that they do. An individual or a group may just have their value list in a different order. In fact, we spend most of our waking time explaining, asking, or telling others about our and their value systems as we constantly work to verify our list.

A list might look like this: Family, friends, self, job or profession, possessions, respect, honesty, charity, truth, love. Now think of these values in a different order and see how your perception of the other party could change.

In the recruiting business, a person's values may often become evident through reference checking and interviewing. Concrete facts are easy to validate, values are not, in large part because people do not talk about them as such. To help understand the people, the team, a department, and a company, an understanding of the values hierarchy is paramount. This process has some similarity to reservoir modeling. The model is created and then compared to real time performance and the model is adjusted accordingly.

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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 Petroleum Engineer**

*REF. #09-06-01*

A Senior Petroleum Engineer whose varied skills progress from operations to A&D, planning to project and assessment management. Has stepped into major asset management positions following corporate reorganization and several large consulting contracts of the same nature. Would be a welcome addition to any company needing reliable asset management.

### **Geologist**

*REF. #09-06-02*

A professional geologist who has over 25 years of experience in oil & gas exploration worldwide. Has strong leadership and motivational skills. Is a "big picture" thinker. Develops business, accurately weighs the pros and cons, and has negotiated a number of significant agreements both internationally and domestically. Effectively communicates with stakeholders at all levels. Is an excellent facilitator. Bilingual in English and French.

### **Geologist**

*REF. #09-06-03*

A Senior Geologist who is an oil & gas finder using integrative methods to reduce the risk and cost of exploration. Has over 15 years of proven skills and experience as a Senior Geologist in both development and exploration. Fields and zones familiar with include Heavy Oil, Rainbow Basin, and Keg River.

### **Pipeline Simulation**

*REF. #09-06-04*

Thirty years work experience includes pipeline application software design and implementation. Developed transient pipeline model software systems and training courses for gas pipeline company. Was responsible for developing and implementing pipeline model software for both on-line and off-line applications.

### **Field Production Superintendent**

*REF. #09-06-05*

Managed oil & gas production in Alberta and Northeastern B.C. including safety and related activities. Supervised oil and gas well completions in Western Canada, Cuba, and Argentina. Set up and ran well optimization programs. Operated sweet and sour production testing equipment in Western Canada.

### **Landman**

*REF. #09-06-06*

Has experience in Western and Eastern Canada, and Western & Eastern USA. Familiar with CAPL contracts. Has well-developed communication and negotiation skills. Proficient with land database and mapping software packages. Familiar with application procedures under AEUB continuance and forced pooling rules. Drafted and documented Farmout, Farmin, and Royalty Agreements. Exposed to Crown Land bidding process. Available permanent only.

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

### ***The Hierarchy of Values*** (cont'd)

Good references are not only time consuming for both the person giving the reference and the person receiving and interpreting but the information needs to be thoughtful, insightful, and as thorough an evaluation as possible. I sincerely thank all of you who respond so well to our reference checking. It is not so easy to do.

Interviewing takes many forms from factual to behavior based. Values become an important outcome. As values and beliefs guide our actions, so the essence of the reference check and interview is to find, in sort of an empirical way, who an individual is.

## **Candidate Profiles (Cont'd)**

### **Senior Financial**

*REF. #09-06-07*

This MBA, CMA has experience both in and out of oil & gas. Outside experience all very applicable to oil & gas. Is a proactive and meticulous manager with a long-standing history in finance with both global and private corporations. Developed tools to improve productivity and lower operational and financial risks, as well as improve audit results. An effective communicator. Strategic decision-maker.

### **Senior Exploitation Engineer**

*REF. #09-06-08*

A Senior Exploitation Engineer who performed risk assessment and evaluation of capital requirements and EOR projects in S.W. Alberta. Project Manager of a shallow gas project. Has extensive experience in West Central Saskatchewan with coiled tubing drilling (wrote drilling/ completions programs) and modeled downhole pressures.

### **Joint Interest Engineer**

*REF. #09-06-09*

A Joint Interest Engineer with experience in economic evaluations of WCSB assets. Has project management and commercial experience in energy marketing and business development. Proven skills in Petroleum Engineering, economic analysis, project management, communication, negotiation, and strategic planning. Will make a difference in the company that values initiative, teamwork, leadership, technical, operating and business skills.

### **Engineer**

*REF. #09-06-10*

An Engineer with broad operational and business knowledge of upstream and mid-stream segments of the oil and gas industry. Has worked both domestic and international. Significant understanding includes bitumen mining, extracting, and upgrading. Heavy oil experience includes oil sands thermal recovery processes. Background extends to corporate planning, A&D, and M&A.

### **Financial, C.A.**

*REF. #09-06-11*

With six years of experience as a C.A., this high energy candidate can handle a heavy workload in auditing and financial accounting. Had significant experience in A&D and investor relations related to many varied positions making them all successful. Familiar with most enterprise software. Has the potential to move to a C.F.O. in one or two years. Would be an excellent addition to a growing, fast-paced company.

### **Sales & Marketing**

*REF. #09-06-12*

This candidate has a long career in the service sector of the oil and gas industry. Experienced in conducting business and supporting projects on both a domestic and international level. Has proven abilities in building relationships and maintaining effective communications with senior managers, colleagues, officials, industry professionals, suppliers, and contractors. A dynamic team leader. Highly skilled in cost control, budget management, identifying and delivering the support required to implement a wide spectrum of projects.

### **Senior Petroleum Engineer**

*REF. #09-06-13*

Diverse experience in all aspects of business from exploration, development, and operations to acquisitions, divestitures, negotiations, and evaluations. Worked with multi-disciplinary teams to develop prospects. Evaluated various oil & gas properties for sale or trade. Evaluated and presented reserve estimates for various properties. Founded a company and built asset base to \$12mm in one year with first year exit rate of 900 boed.

### **Geologist**

*REF. #09-06-14*

A Geologist with proven skills in prospect generation, reservoir structure analysis, petrophysics, and geological modeling. A remarkable team player in a multi-disciplinary environment that appreciates a strong work ethic and quality experience.

### **Senior Operations Engineer**

*REF. #09-06-15*

Managed drilling and completion operations for several high activity programs. Fields operated include West Central and Northern Alberta and North Eastern B.C. involving vertical wells, horizontal wells, and directional re-entries.

### **Senior Geologist**

*REF. #09-06-16*

A Senior Geologist with Coalbed Methane experience in Western Canada. Has significant research experience in stratigraphic and structural interpretations. Demonstrated skills in report preparation, client presentations, oil sands geological super-vision, and oil shale property evaluation.

### **Health, Safety, & Environment**

*REF. #09-06-17*

A Safety individual with extensive experience in various aspects of corporate and field Health, Environment and Safety requirements. Supervised, trained, mentored, instructed, and hired personnel. Inspected construction sites, drilling and service rigs, frac equipment and production facilities for compliance with various legislative, industry and company standards. Committed to preventative safety practices and a safe working environment.

### **Senior Mechanical Engineer**

*REF. #09-06-18*

A Mechanical Engineer with thirty years of work experience in the oil, gas and petrochemical industry. History includes experience with Exploration and Production companies. Work Experience has encompassed the design, construction, commissioning, operations, maintenance, and refurbishment of a variety of oil and gas treating facilities, pipelines and processing equipment.

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## ***"Our Professionals"***

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David Banks, President

Barrie C. Burch

Jack Melnyk

Edwin M. (Win) Fraser

Blair Killen