

Graduate Recruitment

A petroleum industry and
academic perspective

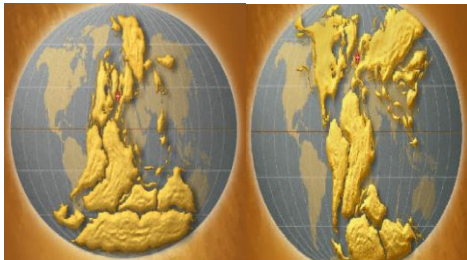
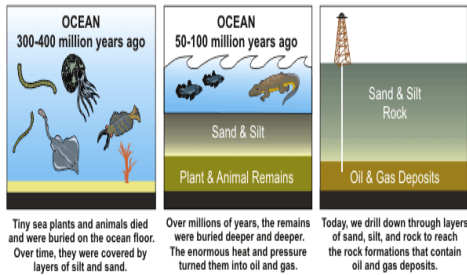
Tim Pritchard



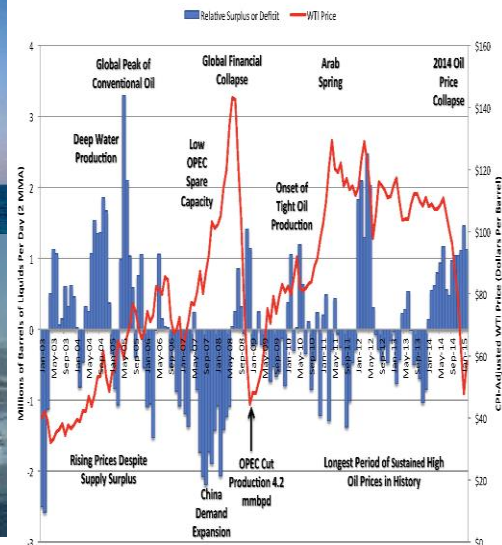
Overview

- Petroleum Industry Characteristics
- Desired Employee Qualities
- Graduate Recruitment & Selection
- Successful & Unsuccessful Candidates
- Preparing Students
- Our Challenges

Petroleum Industry Characteristics



World Liquids Relative Surplus or Deficit & WTI Price 2003-2015



SALES & REVENUE

Current Pump Price	£1.229 per litre
Market Sale Price	\$60.00 per barrel £0.290 per litre
Percentage Increase (Price at Pump)	76.38% (Mostly Tax)

EXPLORATION COSTS

Drilling an offshore exploration well	£75 Million	0.65% Value of potential prize
Chance of Success (Of finding gas/oil)	30%	
Day Rate (Offshore Rig)	£700,000 per day (Doing nothing !)	
Recoverable Volumes	250 million bboe	£12 Billion (Market Price)

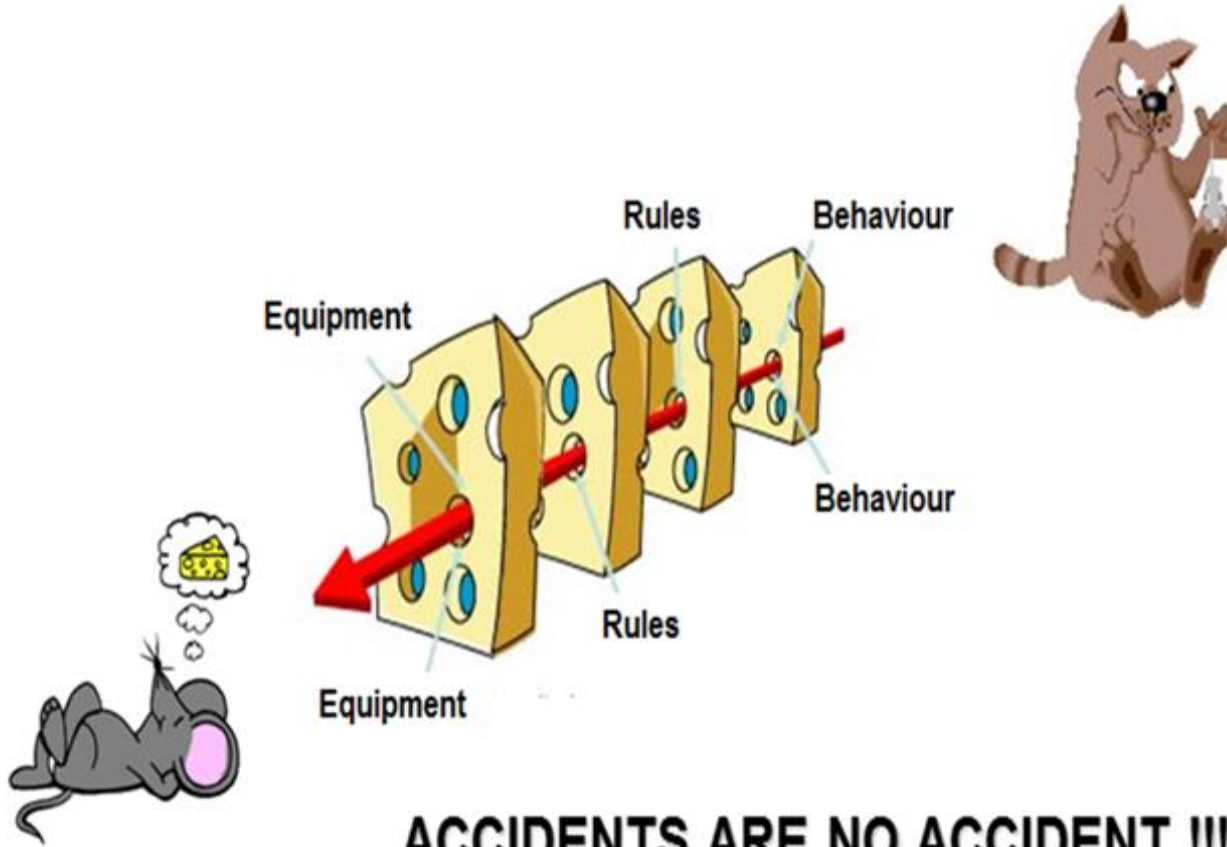
DEVELOPMENT COSTS

Cost of Development = £5 to £20 Billion + running costs

Based on a Development Costing	£5 Billion	
Revenue Potential	£7 Billion	£262 million per year for 20 years.
Based on a Development Costing	£20 Billion	
Revenue Potential	-£8 Billion	-£338 million per year for 20 years.

Key Words: Safety; Cost & Efficiency; Managing Risk & Uncertainty.

Petroleum Industry Characteristics



ACCIDENTS ARE NO ACCIDENT !!!
Holes in these barriers can
allow catastrophes to happen

Slips, Trips & Falls

- The #1 cause of office employee injuries!
 - Level surfaces,
 - Elevated surfaces - standing on chairs, falling out of chairs, falling down stairs
 - Manufacturing areas,
 - Parking lots.
- Awareness.
- Keep aisles clear.
- Use the handrail on stairs.
- Report deficient conditions to Facilities Maintenance.
- Hold onto chair seats/arms when attempting to sit.
- Approved step stools & ladders only.
- "Sensible shoes."
- Wipe up spills.
- Walk, don't run.



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Petroleum Industry Characteristics

Create -> Assess -> Select -> Define -> Execute -> Operate

Create

What information do we need to decide if there is a field development opportunity we should be looking at?

Assess

Under what terms and conditions should we develop this field, and what is the best appraisal strategy to help answer this question?

Select

Given that the field will be developed what development options do we have and what information do we need to help us decide which option is best?

Define

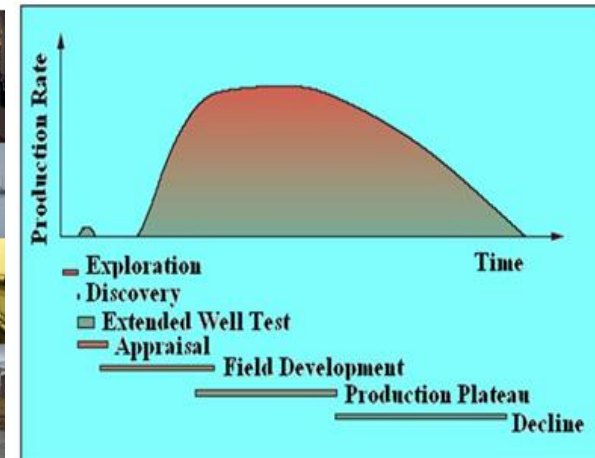
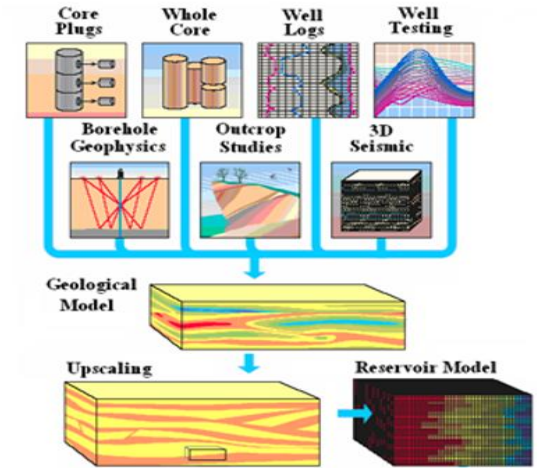
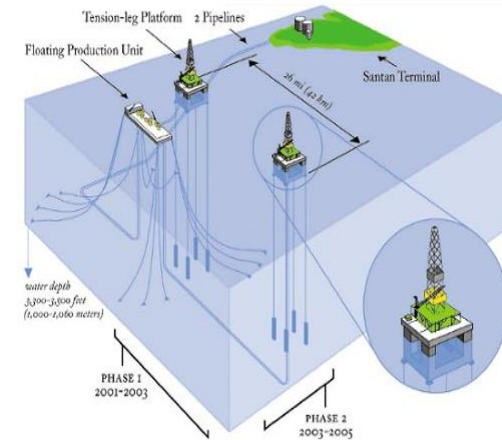
Are we confident we have selected the correct development option and why?

Execute

Have we got everything in place to develop the field and are we managing that activity appropriately?

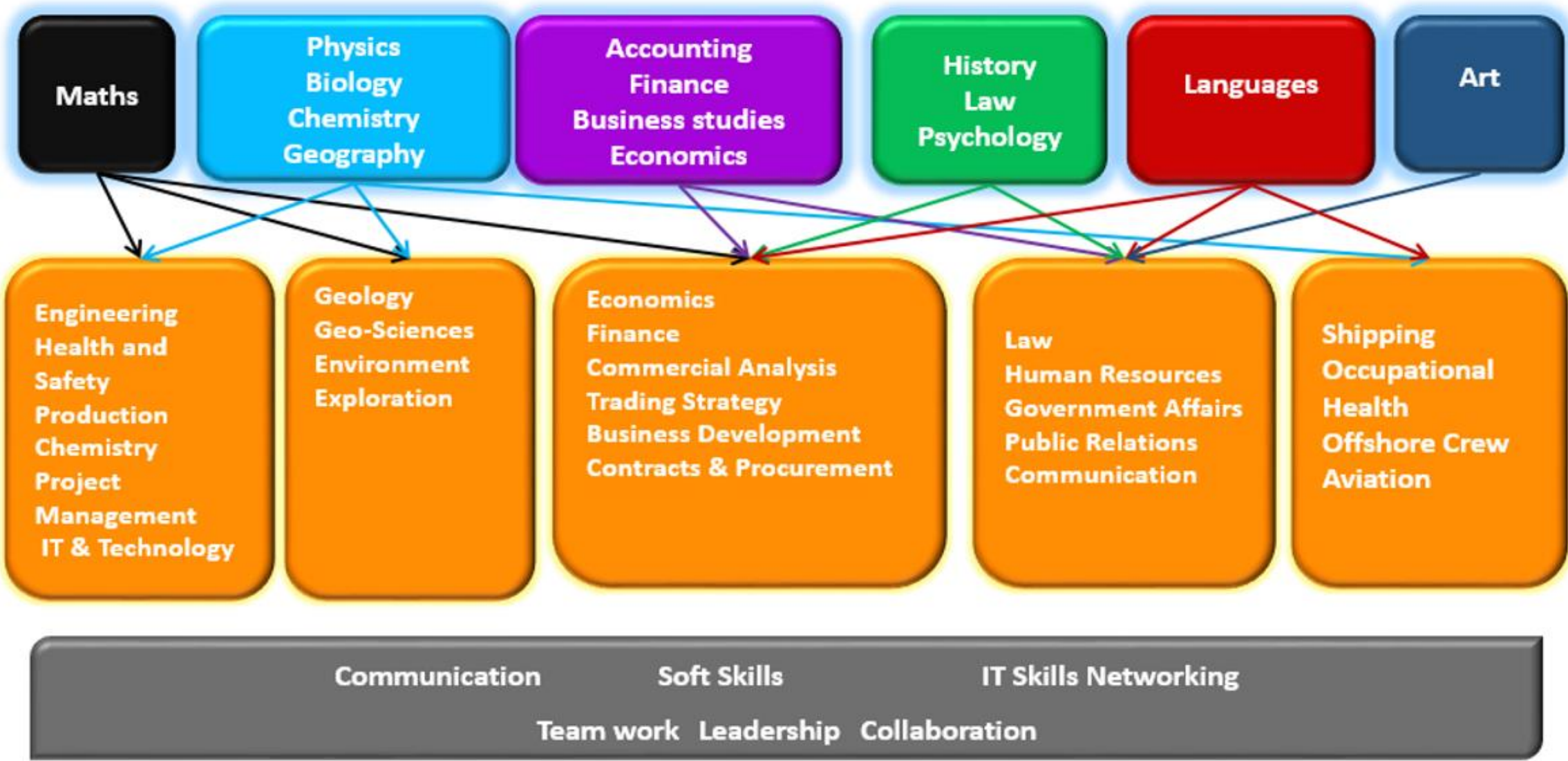
Operate

Is production from the field optimised and if not what else could we do to improve production?

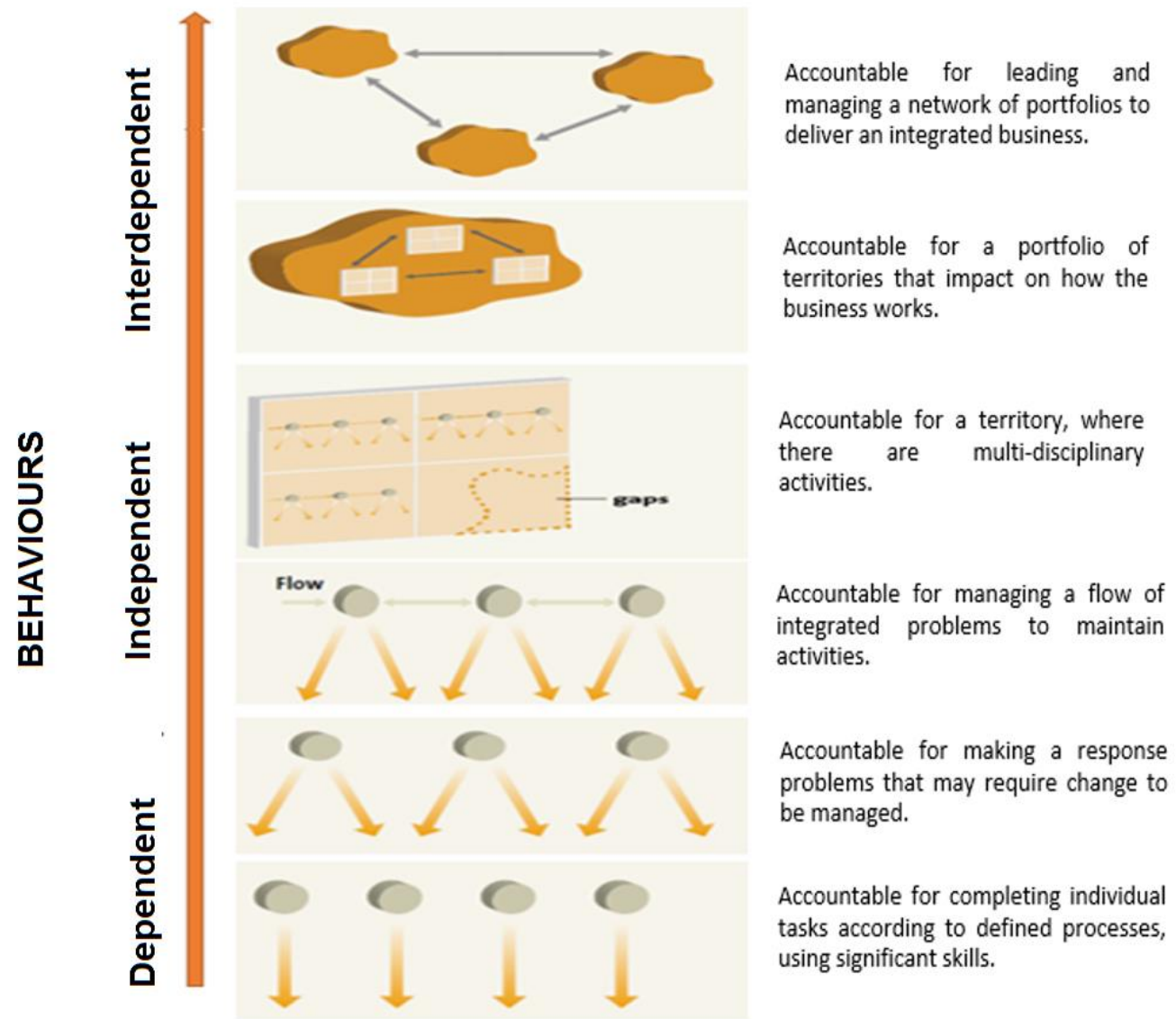


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Petroleum Industry Characteristics



Petroleum Industry Characteristics



Work roles tend to be organised into a hierarchy of discrete levels.

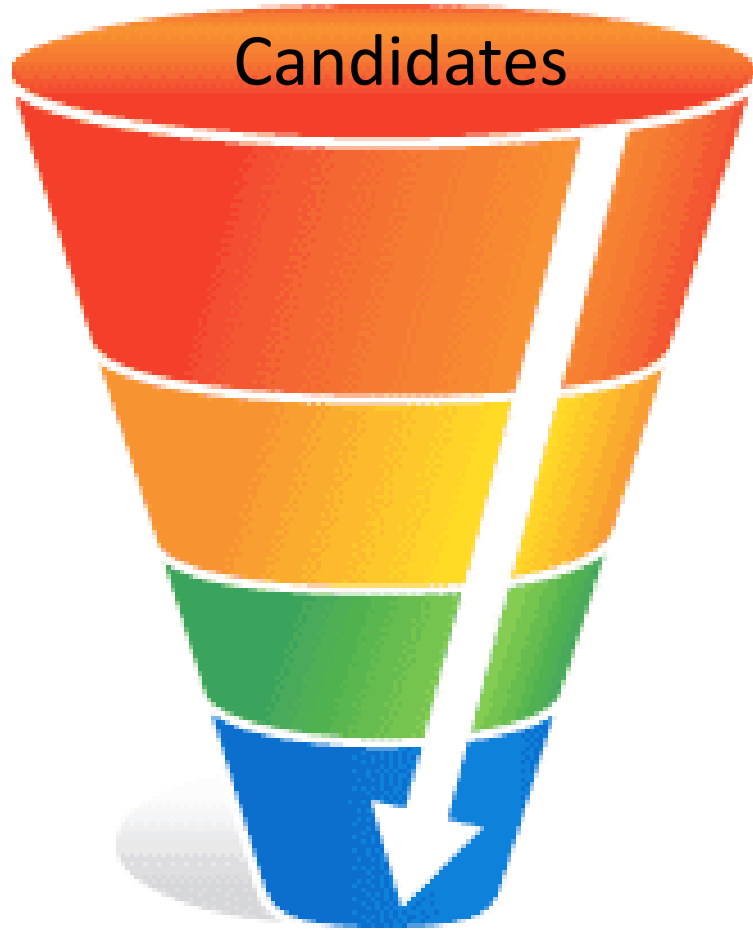
Each level upwards requires an increasingly deeper and more comprehensive response to stakeholders as activities become more complex and organisationally significant.

Desired Employee Qualities

- Aptitude
 - Readiness to learn
 - Intelligence (e.g. curious)
 - Innate talent
- Behaviour
 - Integrity
 - Responsible
 - Genuinely Caring
- Capability
 - Knowledge
 - Experience
 - Practical Skills (including team work)
- Desire
 - Sense of Purpose / Ambition
 - Application
 - Interest



Graduate Recruitment & Selection



Graduate Scheme Advertisements

University Ambassador Schemes

Placements

Online Testing

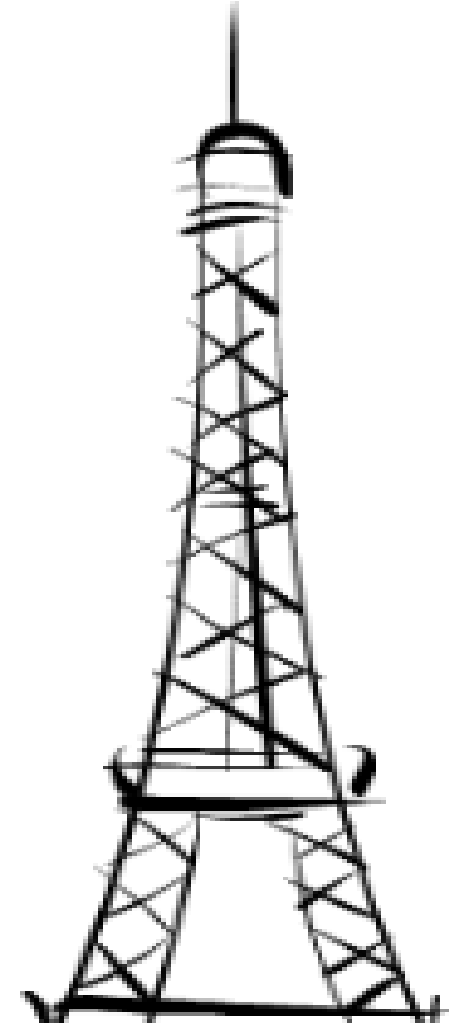
Application Screening

Selection Centres

Graduate Recruitment & Selection

Selection Centre

- Evening Reception
 - Introductions
 - Opportunity to get to know candidates
 - Opportunity to observe candidate behaviours
- Selection Day
 - “Ice Breaker” Exercise
 - Technical Presentation & Discussion
 - Behaviour Based Questions
 - Situational Exercises



Graduate Recruitment & Selection

Selection Centre

Technical Presentation & Discussion

“Prepare a 15 minute presentation on the factors to be considered when seeking to appraise an oil bearing formation”.

1. Can the candidate bring together their thoughts on the topic material and present them within the allocated time?
2. Does the candidate demonstrate a reasonable understanding of the topic material that would be consistent with their level of education?
3. Is the candidate able to engage in a technical discussion of the topic material?

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Selection Centre

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Selection Centre

Behaviour Based Questions

“Can you tell me of a time when you had a disagreement with a peer or colleague, what was it about and what happened?”

1. Does the candidate display appropriate behaviours when under pressure?
2. Does the candidate demonstrate resilience?
3. Are they capable of being honest?

Graduate Recruitment & Selection

Selection Centre

Situational Exercises

You are the manager of a factory making a range baby buggies. Journalists arrive at the factory gates asking for your reaction to news that the baby of a celebrity couple has been injured using one of the types of baby buggies you company makes. What do you do next?

What values does the candidate reveal by their response:

- **Drive** – Commitment to find a way through a difficult circumstance.
- **Agility** – Ability to recognise what the priorities are and think outside the box regarding potential solutions.
- **Openness** – Commitment to remaining honest and open in what they do (even if it doesn't seem to be in their interests), but follow a line because it's the right thing to do.
- **Caring** – Ability to be empathetic and show emotional intelligence.

Successful & Unsuccessful Candidates

Activity	What works	What does not work
Initial screening: Cv & covering letter:	<ul style="list-style-type: none">• Concise, accurate and complete.• Good covering letter explaining why the candidate is interested in working for the company.	<ul style="list-style-type: none">• Waffley text, exaggeration, gaps and poor spelling,• No covering letter.
Candidate Screening:	<ul style="list-style-type: none">• Smart appearance.• Good technical presentation that sticks to the brief and time-scale given.• Demonstrates appropriate values (i.e. Drive, Agility, Openness, Caring).• Demonstrates the ability to manage their behaviours and emotions.	<ul style="list-style-type: none">• Poor appearance.• Poorly constructed technical presentation that does not meet the time requirements.• Evidence of inappropriate value (e.g. dishonesty, failure to treat others with respect).• Inappropriate emotional outbursts and behaviours (e.g. displaying excessive frustration or anger, not listening to others).

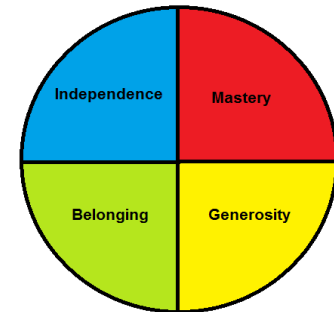
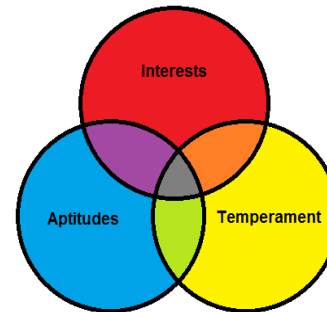
Tips:

- Candidates should be themselves.
- Treat safety issues as a priority
- Practice delivering presentations in the required time-scales.
- Maintain energy levels (e.g. eat sensibly - little/often and stay hydrated). .
- Be involved in the process and enjoy it.

Preparing Students



1. **Know Yourself:** What's really important to you?
2. **Define Goals:** What do you want to achieve?
3. **Explore Opportunities:** What's out there? – Brian Storm !
4. **Prepare Yourself:** Knowledge, Skills and Experience.
5. **Take Action:** Be aware of when actions are needed and take those actions



The Circle of Courage



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Preparing Students

Year	Semester #1	Semester #2	Semester #3
All	Careers Day (Careers Development Service) Geological Society Careers Day General Careers Support Services & Mentoring by Departmental Tutor	Departmental Careers Day	
1st Year	Briefing & Workshop on Careers Leicester Award	Tutorial Exercise: Placements & Applications Leicester Award / Leicester Award Gold	Leicester Award Gold
2nd Year	Briefing & Workshop on Careers	Mock Interview & Selection Centre Exercises Leicester Award Gold	Leicester Award Gold
3rd / 4th Year	Briefing & Workshop on Careers	Leicester Award Gold	



The Leicester Award: Personal development programme that enables first year students to support the development of critical thinking and reflective abilities as a core part of their first year curriculum.



The Leicester Award - Gold: Provides a variety of opportunities for students to develop personal and professional skills, and supports them in placements, studying abroad, further study and business start-up.

Comprehensive course designed to facilitate the development of transferable skills, to be undertaken by students. This is also linked to outplacement and intern programmes.

Transferable skills framework

The transferable skills framework (TSF) consists of eleven competencies grouped into four clusters, as follows:

Interpersonal	Exploring and implementing
1.0 Communicating 2.0 Team working 3.0 Leadership and supervising	4.0 Researching and analysing 5.0 Problem solving and decision making 6.0 Planning and organising
Self-management and values	Skills for the modern workplace
7.0 Learning, improving and achieving 8.0 Resilience, adaptability and drive	9.0 Digital Skills 10.0 Enterprising skills 11.0 Skills for sustainable development

Note: sector-specific technical skills will need to be integrated by departments.



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Our Challenges

- **Employment Anxiety:** Perceptions concerning eligibility and opportunity.
- **Unrealistic Expectations:** Placements & rewards.
- **Lack of Engagement:** Lack of awareness, motivation, confidence?

Summary?

- Great careers exist in the petroleum industry (and elsewhere)...
- ... selection centres are fun and scary !!!
- ... there are loads of things we can do to help students get jobs ...
- ... but what are we missing when it comes to engaging with all students effectively?



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