

Case study of Arvensis Partners Consultant, Dermot O'Mahony



The client:

Petroleum Development Oman is a government-owned oil and gas company that produces approximately 500,000 barrels of oil per day and approx \$10 to \$13 billion in annual revenue.

The client requirements of the search:

Dermot was hired to conduct the search for a Senior Petroleum Engineer with 25 years of experience in oil field exploration. This was a crucial role for the organisation and required an expert with a specialisation in working on wells with high concentrations of H₂S, high temperatures and understanding the resulting pressure control equipment requirements to correct asset management and corrosion mitigation strategies.

The challenges in finding this talent:

After a long and unsuccessful search led by their in-house team and existing partners, the client had concluded that there was an extremely limited talent pool of only ten people globally. None of these individuals had accepted an offer. The client's network globally was exhausted and so was their search consultants'.

The search methodology used:

Discovery Phase: Dermot worked closely with the relevant stakeholders in the business to understand not only the technical requirements of this search but also the cultural aspects and offered advise on all organisational design aspects. Dermot also provided data-driven market advice to ensure the correct financial incentives & remuneration were in place for suitable candidates.

Search and Selection: To fulfil the difficult technical requirements, Dermot worked to determine other global oil well sites had similar geological conditions to allow reverse engineering of locations of suitable talent. The first phase search also focused on extensive networking through subject matter experts, industry alliances, publications and events as well as patent data. During this phase, Dermot provided weekly progress reports to provide the client with insights and progress updates. It also allowed further exacting & honing of the match criteria.

Over 1000 phone calls were made by Dermot and the research team during the initial search phase. Following this, a list of 200 suitable engineers was compiled and then matched against organisational, financial and cultural aspects. This produced a shortlist of 15 individuals to be put forward to the client. 6 Individuals were then selected for interviews.

The result:

The client appointed a suitable Senior Petroleum Engineer to this crucial role within 8 weeks of retaining Dermot O'Mahony.

