

Case study of Arvensis Partners Consultant, Dermot O'Mahony



The client:

Baker Hughes is a \$34 billion energy technology company founded in 1907 with operations in 120 countries.

The client requirements of the search:

Dermot was hired to conduct a search for a Subsurface Petrophysicist with a PhD in fluid dynamics, a Middle Eastern citizen, an Arabic speaker, female and who would be based as leader of a research team in Saudi Arabia.

The search methodology used:

Discovery Phase:

Understand cultural and business requirements:

- This was a strategic search for the regional headquarters in Dubai, UAE contributing to Baker Hughes corporate diversity hiring targets.
- It was a unique opportunity for an Arab female professional to be hired into an important leadership position in one of Baker Hughes most important business areas.

Market Advice:

The client was the President for Integrated Operations who clearly understood the challenges in finding a female candidate who had a PhD in fluid dynamics with the relevant language skills. He didn't expect the search to be successful, however, he wanted to try to perform a comprehensive search before searching for a male candidate. Dermot worked closely with him to understand the detailed criteria that would allow the attributes required to be broadened without lessening the skills required to perform the job.

To this end, the PhD requirements were expanded to search for candidates with mathematics, data analytics or geology. Furthermore, whilst Baker Hughes was seeking a candidate from within the Gulf Cooperative Council countries (GCC), Dermot advised the hiring committee to consider Arabic speaking candidates beyond this region.

Search and Selection:

To fulfil this niche and tightly defined search, Dermot focused ran a discreet search. He targeted female leaders at Universities and at global energy companies to gain highly relevant referrals. Through this research, five highly suitable candidates were shortlisted.

The result:

All five were interviewed and three were deemed suitable for hire. Unfortunately, Baker Hughes was unable to secure the required Saudi employment visas for these nominated candidates.

