



**Oil and Gas
Company Profile**

REDEFINING THE ENERGY SECTOR

Our ability to source highly competent professionals while indirectly assessing their competency and experience directly supports clients to minimize their NPT & LTI while increasing service quality.

Helping reduce OPEX and unnecessary time wasted on their campaigns.





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Service Lines quick access

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USP



Jordan Beales
CEO & Founder

We believe that Competency plays the biggest part in the success of any Oil & Gas project. Without this NPT, LTI & SQ are heavily impacted along with OPEX.

Founder & CEO Statement

Jordan Beales

I have dedicated over a decade to building a platform that supports clients via the deployment of competency assessed workforces before they are approved for hire.

Our in-depth technical knowledge allows us to delve deeper into people's competency regarding equipment configurations, specific tool technologies, formation and reservoir characteristics. This paired with intelligent informed questioning allows us to indirectly verify people's competency, opposed to relying on data in their CV/Resume. This ability to ask technical questions and verify the answers across our internal and external board of technical experts ensures that we are mitigating the chance of a poor hire every time, resulting in lower NPT, LTI & OPEX.

Examples;

Asking a Snubbing applicant to demonstrate the correct SOP for stripping pressure in a ram-to-ram configuration on a standalone 460k Snubbing unit during a fishing job under pressure at surface.

Asking a Drilling Supervisor, how to identify that they are packing off and what would be their first point of action to ensure that they don't become stuck. Or even how would they manage high losses to ensure they do not take an influx or kick unexpectedly.

These types of assessments allow us to act as an extension of our customers opposed to just being a 'people / CV' providing service.

Spending this amount to time with applicants also gives us the ability to question people's soft skills such as leadership, reliability and dependability as they can see the lengths that we go to with our support.

Values & Experience



Operational In

47+ Countries across EU, ESSA, Eurasia, MENA, APAC, Australasia, USA, Canada, LATAM



Global Network

With trade in over 45 countries, we have developed an Expat & Local workforce for almost every country on the planet. To support our clients nationalization programs with added expat support as and when needed, not as the go to.



Full Upstream Specialists

Full cycle support from Wild-Cat Exploration through to P&A 6-18



Coherent Support

Working coherently between different stakeholders in the client's organization, following processes while thinking outside of the box to ensure operations are as efficient as possible.



In Depth Technical Knowledge

We hold over a decade of technical knowledge internally, giving us the ability to hold technical conversations with both clients & candidates discussing the added complexities and challenges that different formations, reservoirs & tool configurations add to a project.



Compliant & Effective Immigration Support

Dedicated Immigration & Operations team focusing on nothing other than compliant and efficient mobilisations of our workforce.



Competency Assurance

No more warm Bodies!

Clearly documented competency assessments provided prior to interview stages, reducing the chances of poor hires & increasing ROI



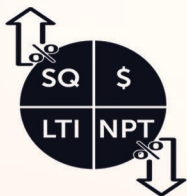
Fully Insured Workers

End to End cover, from the point they leave home until they arrive back, covering all professional and repatriation insurances giving the worker and customer peace of mind.



Partnership

Nothing but clear and honest communication, even on tough topics! Mistakes happen, it's how they are overcome that counts!



Cost Saving

NPT & LTI;s are two of the biggest determinants to an AFE, having the right people can make all the difference. Our processes and assessments help mitigate NPT and increase our clients ROI.



24/7 Support

We are Oil & Gas doing manpower, we know that being on hand 24/7, 365 gives our clients the support required.



Hiring Options

Contract

A fully flexible model that allows the customer to utilize highly competent professionals for as little or as long as required.

Sourced, Paid & Insured by PE.

Ideal for covering a gap, deploying on a short term campaign, utilizing expats to train local workforces or obtaining some specialist support.

Contract to Full Time

'Try before you buy' This solution is tailored with the Customer in mind and provides a mixture of flexibility and continuity.

Sourced, Paid & Insured by PE until they become full time, then the insurance & payroll moves to the customer.

Ideal for short term trial projects that later move into long term contract award, or for testing a professionals competency and mentality before investing in them on a full time hire basis.

Full Time / Permanent Hire

A service tailored to hiring employees into the customers business that are not already in their network.

Sourced by PE, Paid & Insured by the Customer..

Ideal for longer term projects, developing teams that have promotion potential or for Senior positions where the individual needs to be invested in the organisation ethos and strategy.

Retained Search

Guaranteed results!

100% bespoke to the customers requirements.

- Dedicated internal point of contact at PE
- Director level support
- Priority over all other customers, to Guarantee a fast and effective result
- Weekly booked points of contact with updates
- Priority advertisement on our websites & industry leading job boards
- Clear process and timelines to achieve

Part payment up front, part payment on start date of the worker.

We Guarantee results from this service, if the result does not come. A refund on our fees is applicable as per our T&C's.

Ideal for extremely difficult positions to fill or that have critical timelines.

Silent Search

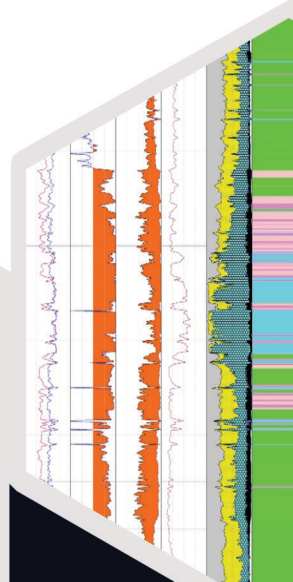
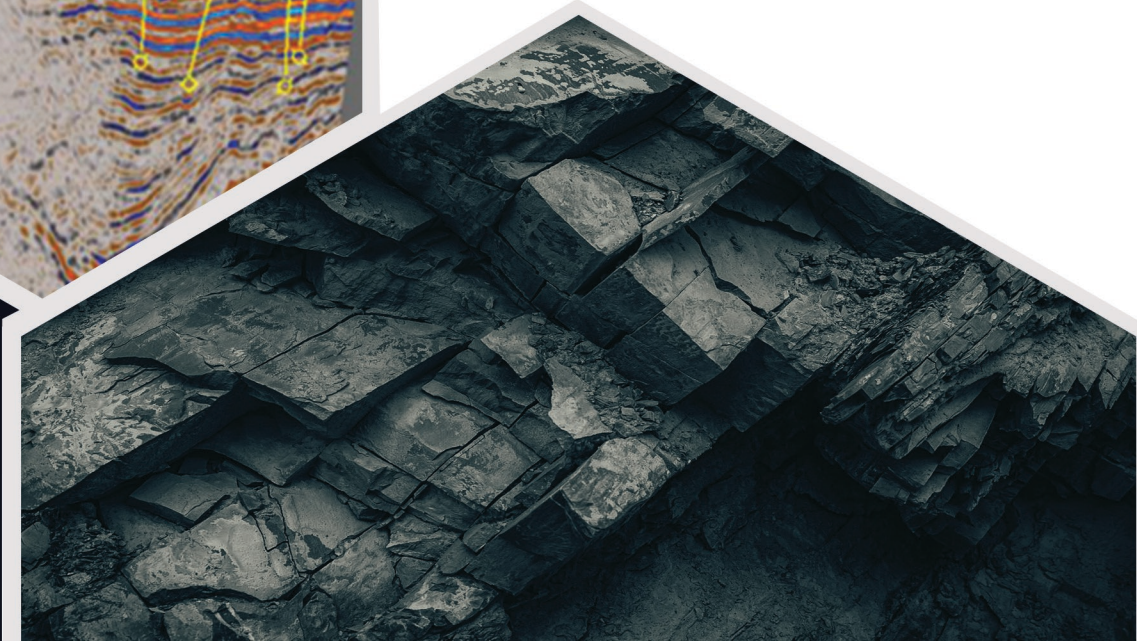
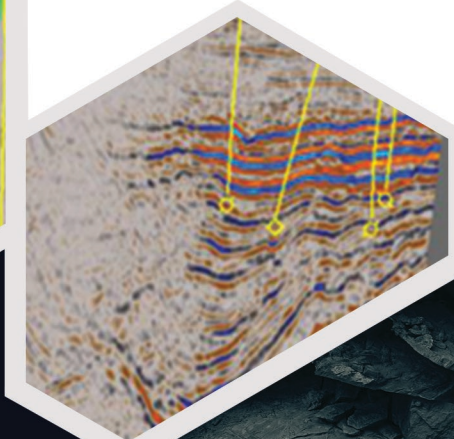
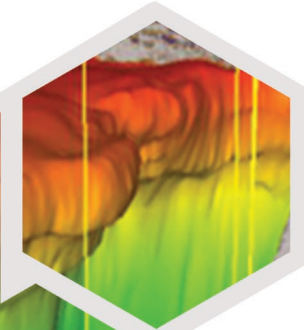
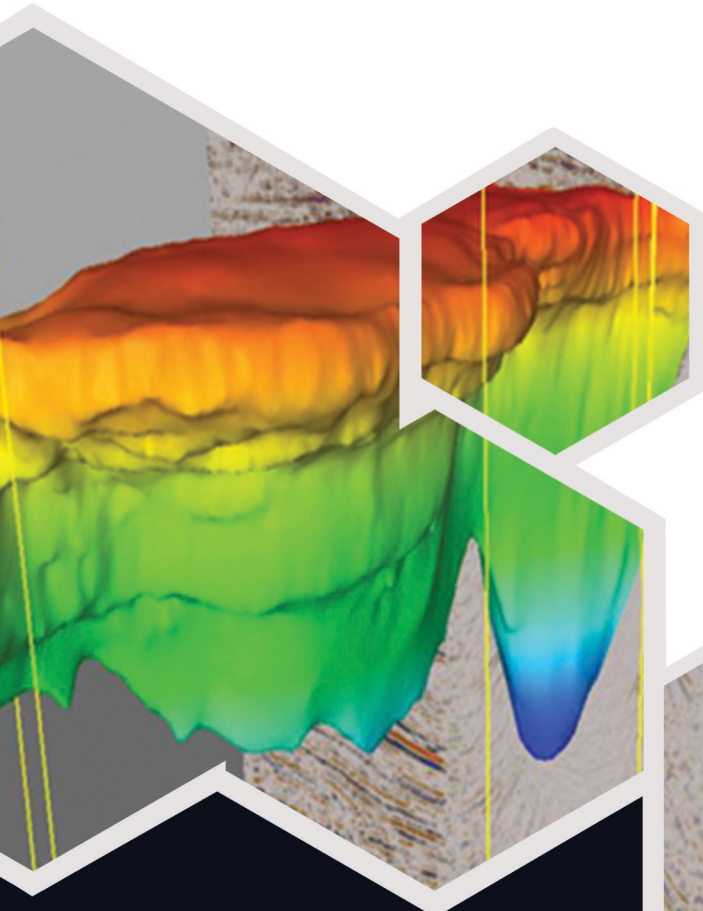
A solution designed to be discreet, company and project information is not shared with the individual until the point of interviews are confirmed. The service is designed to be silent so that the market is not aware.

Ideal for replacing high level management that are not aware yet or for hires where you have to keep the location discreet to ensure competitors are not aware.

GeoSciences

Geologists
Geophysicists
Reservoir Engineers
Petroleum Engineers
Data & Simulation Engineers
Supervisors
Mud Loggers

Exploration
Development
Conventional Plays
Unconventional Plays
Simulation
Data Modeling
Feasibility Studies
Complex formation



**PERFORMANCE
ENERGY**
Experience | Knowledge | Competence

Drilling

Managers / Superintendents

Company men

Supervisors

Desk & Ops Engineers

Directional Drillers & Drillers

Drilling Contractor Crews

MPD Supervisors

MPD Operators (Choke & RCD)

UBD Crews

Coil Tubing Drilling Crews

MPD, UBD, PCMD, Dynamic Drilling

GeoThermal Drilling

Side track & slot recovery

Unconventional Plays

Conventional Plays

Coil Tubing Drilling from surface
(UBCTD)

Wild cat, Exploration, Appraisal &
Development

Suspended mud line drilling

Narrow Window Drilling

Drilling Blind / Loss Management

HPHT

Deep/Ultra Deep water

Remote location

RSS & MM

Dual Activity Rigs

Casing Jetting

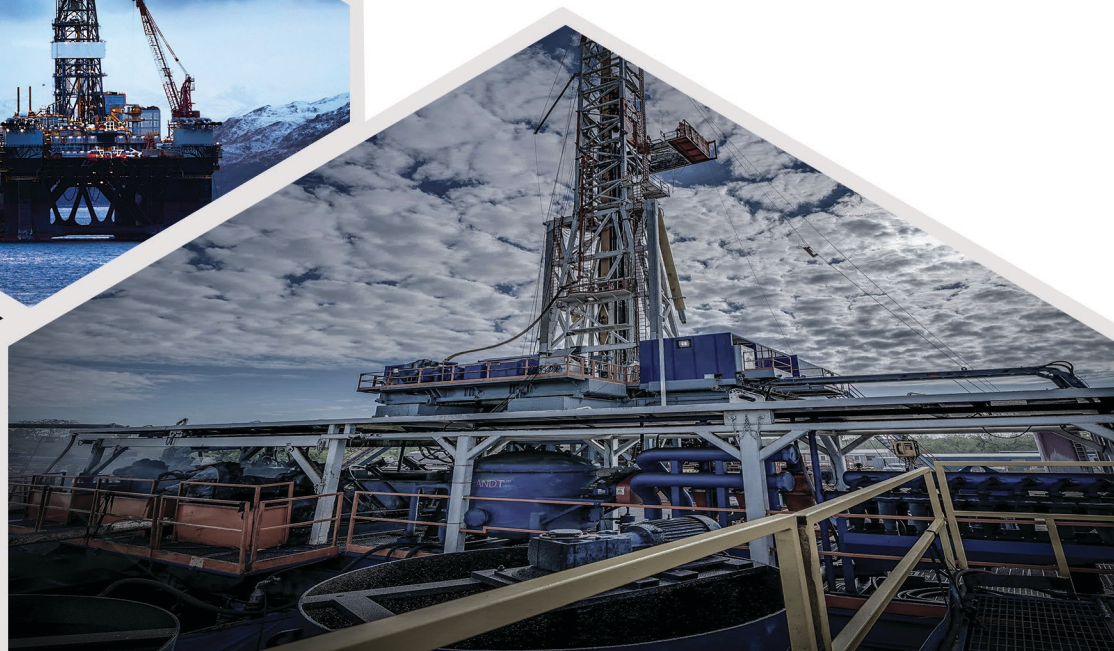


PERFORMANCE
ENERGY
Experience | Knowledge | Competence

Mud & Fluids

Managers / Superintendents
Company men
Supervisors
Desk & Ops Engineers
Filtration Crews
Mud Loggers

Blind / Loss Management
HPHT
Deep/Ultra Deep water Specialist
Remote location specialists
Surface Solutions
OBM & WBM Specialists
Dynamic Kill Fluids
PCMD
Underbalanced Drilling
Unconventional Plays
Conventional Plays
High Performance Mud Systems
Suspended mud line drilling
Reactive Formation Fluid
Management

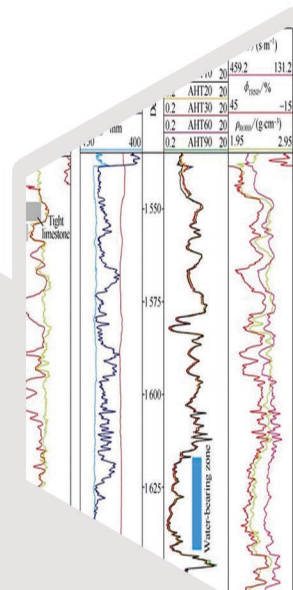


**PERFORMANCE
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Evaluation & Perforation

Field Engineers
Office Engineers
Coordinators
Explosive Specialists
Supervisors
Operators
Assistants

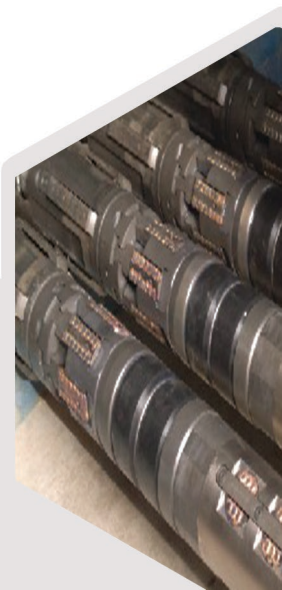
Production Logging
MPLT
Formation Evaluation
Drilling Parameter Logging
Explosive Specialists
LWD
MWD
TCP
Guns
E-Lin
Radiation Testing



Well Testing

Field Engineers
Office Engineers
Coordinators
Data Acquisition
Supervisors
Operators
Assistants

SWT
DST
Full Package
Smokeless Flaring
Flowback & Clean up
Flare boom
Extended Well Test
Multiphase Separation
UBD Project flow back
CTD UBD Flow Back



Completions

Management / Coordinators

Company men

Desk Engineers

Field Engineers

Supervisors

Operators

Tool specialists

Workshop Teams

Conventional Completions

Upper & Lower

Smart / Intelligent well Technology

ICV & PDHG

Conventional & Expandable Liners

Packers & SSV

MultiLateral technology

Nodal Analysis

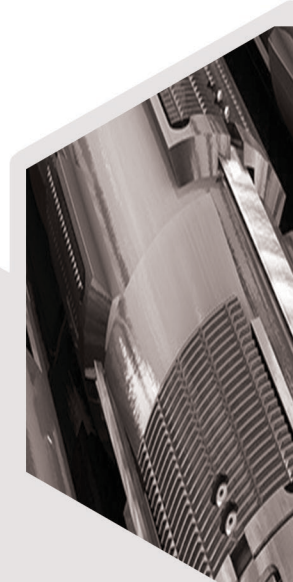
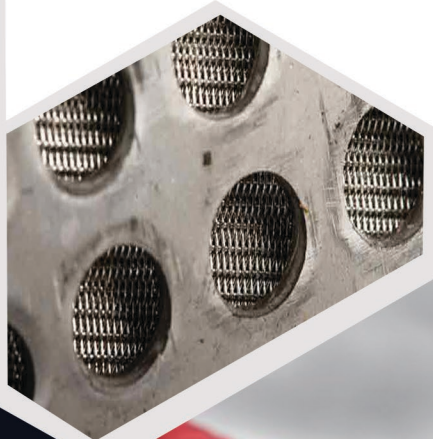
Sand Control

Chrome Completions

Artificial Lift & Injection well

Workover / Re-completes

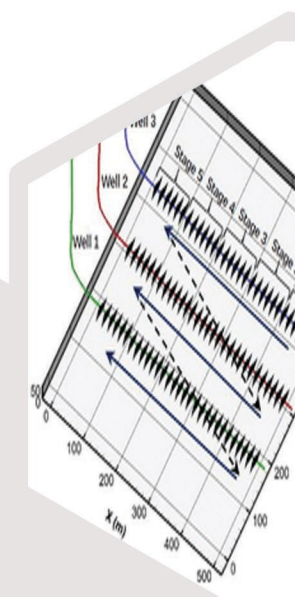
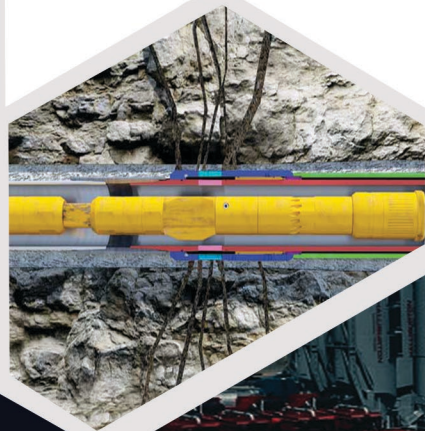
H2S Live pay zones



Fracturing & Stimulation

Management / Superintendents
Company Men
Design Engineers
Field Engineers
Data Acquisition
Supervisors
Leaders
Equipment Operators

Conventional
Unconventional
Onshore / Offshore
Rig & Frac Boat
Slickwater
Gel
Aqua Linier
Linear Gel
Zipper
Drop Ball
Multi Stage
Slick water
Cross Link
N2 Pumping
Sand Frac



Interventions

Management / Superintendents
Company Men
Design Engineers
Field Engineers
Supervisors
Operators
Assistants
Tool Hands
Workshop Crews

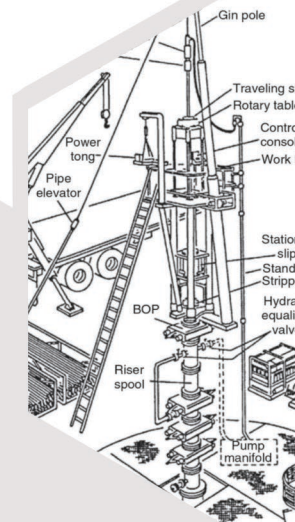
Coil Tubing
Thru-Tubing
TRS
Fishing
Whipstocks
Slickline & Braidedline
Interventions Vessel Campaigns
CT - Milling & Acidizing
CT - Liftframe
CT - Contingency
CT - Stimulation & WBC
CT - Fishing
CT - Drill outs / Side Tracks
Tool, Setting, Shifting & Opening
Heavy Duty Fishing



Snubbing & Workover

Management / Superintendents
Company Men
Design Engineers
Field Engineers
Supervisors
Jack Operator
Winch / Tong / CB Operators
Assistant Operators
CAD Engineers
Mechanics / ETechs

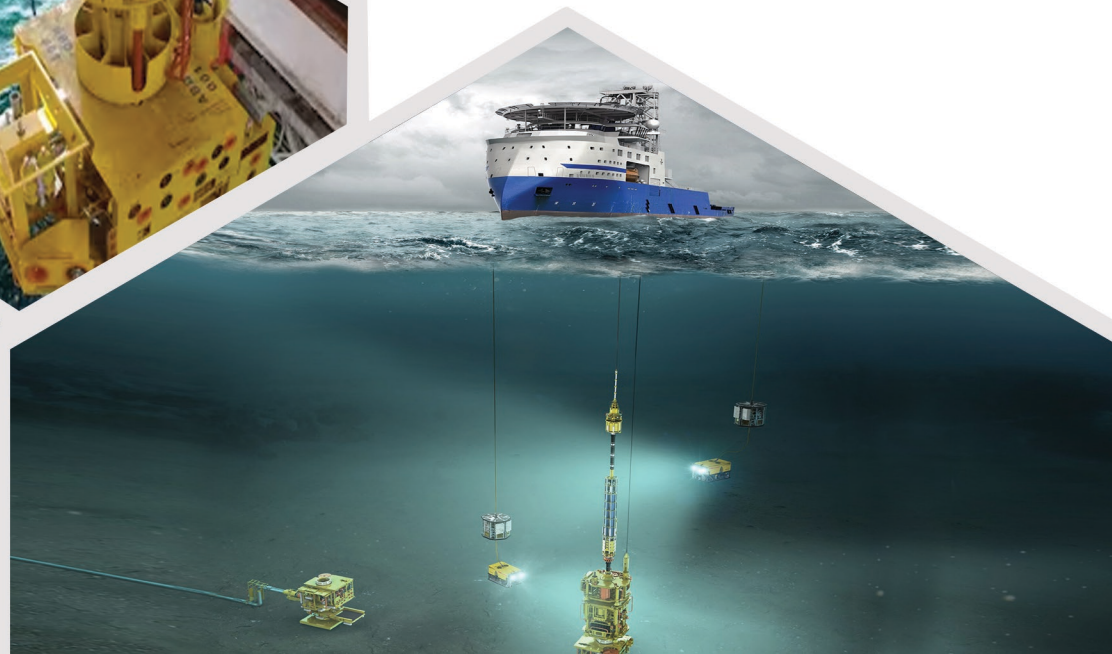
Stand Alone
Rig Assist
Live Well
Dead Well HWO
ESP Change outs
Casing Pulls
Fishing
Hang offs
Well Control
Blow Out Recovery
Hot Tapping
Freezing
Zonal Isolation & Change
Drill Outs



Subsea

Management / Superintendents
Company Men
Design Engineers
Field Engineers
Supervisors
Operators
Technicians
Manufacturing
Workshop Teams

SURF
ROV
LWIV
IWOC
HXT & VXT
Tie-backs & Production
Commissioning
De-Commissioning
Landing Strings



Integrated Services

Management / Superintendents
Company Men
Project Managers
Coordinators
Design Engineers
Field Engineers
Supervisors
Operators

Turnkey Operations
Multi Serviceline Projects
Project Management
Start Up operations
Critical Trial Projects



PPS & Production

Management / Superintendents
Design Engineers
Field Engineers
Coordinators
Supervisors
Operators
Technicians
Maintenance Teams
Mechanics

Decommissioning
Commissioning
Maintenance
Pigging
Hydrotesting
Bolting
Dewatering
Flushing
N2 Leak Detection
Pressure Pumping



**PERFORMANCE
ENERGY**
Experience | Knowledge | Competence

Maintenance

Field Mechanics
Workshop Mechanics
Field Electricians
Workshop Electricians
Management
Coordinators

Drilling & Evaluation
Completion
Subsea
Fracturing & Pumping
Well Testing
Workover, Snubbing & Hydraulic
Slickline
Coil Tubing
PPS
Diesel Engine
Machinery
Power Pack
Pipelines
Refinery



Support Services

Management
Coordinators
Engineers
Supervisors
Advisors
Crane operators
Warehouse Support

HSE
Contracts
Logistics
Customs
Materials
Shore base Management
DTQR
QAQC
Auditing

