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Recruitment Strategy Through a Hands-on Exploration Workshop

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SUMMARY

In an era when the most attractive careers for young Geoscience graduates would appear to be in the environmental sector, and the hydrocarbon sector might be perceived as the arch enemy, how can we best attract and select quality recruits?

As we are all aware, our industry is currently faced with exciting technical challenges, and for many decades has been at the forefront of geoscience and engineering research and innovation. Fossil fuels will continue to play a significant role well into the foreseeable future, as the world confronts new environmental and energy problems, and the technical innovations required to solve these will be driven by the hydrocarbon industry.

Attracting the best young graduates is the key to our success. Often the standard interview process may be too short a period to assess potential and to open candidates' eyes to opportunity. Essentially what is required is a longer period of exposure, time to stimulate and enlighten candidates to the opportunities that our industry offers. One answer to this is Fugro Robertson's (FRL's) annual graduate recruitment workshop. Delivered in-house, this 4-week programme is based around FRL's flagship Exploration and Appraisal Workshop, which is also delivered to clients globally. The process allows both a thorough assessment of the potential recruit, and the opportunity for graduates to learn first-hand about our industry and to be exposed to exciting career and work opportunities.

Returning to the first principles of exploration, participants integrate real-life seismic, well, field and seeps data, with laboratory analysis results and the published literature to first identify, and then risk and rank prospects. Men and women from different backgrounds and with a variety of skills work in multidisciplinary teams, reporting their progress to senior management in weekly presentations. Not only is there ample opportunity to extol the virtues of the industry and company, but the potential recruits are challenged technically, learn teamwork and presentation skills, and, above all, make friends. The work environment accurately reflects the time pressures faced by exploration teams, and FRL takes note of each individual's responses and behaviours.

For FRL, the workshop provides ample time to assess each individual from all aspects. Successful participants are offered employment, unsuccessful participants leave with vital industry-relevant training. For clients, the exercise allows them to assess the potential of their staff, identify skills gaps, arrange their teams to maximise potential, and up-skill to prepare for the crew change.

The poster examines the benefits, versatility and success of this training/recruitment model.

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