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Schlumberger Eureka Technical Career

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SUMMARY

A description of the Schlumberger Eureka Technical Career path.

The Schlumberger Eureka Technical Career (SETC) scheme provides proven technical contributors with a career path that offers them recognition, reward, and influence that parallels an equivalent management progression (Fig. 1).

Figure 1 SETC Technical Career Ladder.

Technical careers are not isolated from other career paths in Schlumberger. Many technical careers take the employee through a variety of jobs that require different mixes of technical and non-technical skills such as management, personnel management, communication, and marketing. Other technical careers may successfully remain purely within the technical arena.

The SETC scheme is designed to increase employee motivation and enhance employee retention by providing significant reward and recognition for demonstrated technical excellence. As such, the SETC scheme is based on three “pillars”:

- Parallel technical and management ladders
- Decoupling of SETC status from job/position
- Objective technical evaluation open to all

Two features of the SETC advancement process are particularly attractive to the technical community. One is the requirement for individuals to nominate themselves for promotion. The candidate must create and submit a preliminary self evaluation which lists achievements in five areas of technical leadership as listed below. This process requires self-reflection and yet provides the candidate with a forum to broadcast achievements in a positive way. The other feature of interest is the peer review process used to determine a candidate’s suitability for advancement. Each candidate nomination is reviewed by technical experts at a higher SETC level, and then by a much larger review committee to normalize the technical review. This process is familiar to technical professionals in that it is similar to peer reviews of technical publications. The process is designed to provide feedback to the candidate, both positive and negative, to allow them to supplement areas of weakness for re-consideration. The process is also de-coupled from annual reviews and thus can provide a significant morale boost at a time which best suits the candidate.

There are five areas of technical leadership that must be considered:

- Technical understanding
- Solutions experience

- Technical input to business strategy
- Mentoring and community leadership
- Professional visibility

Considering the five leadership areas, the first is straightforward as technical understanding is required for technical recognition. The second and third areas require that the demonstrated understanding be applied to achieve actual solutions and provide input to business decisions affecting technical development. The fourth and fifth areas are “softer” by nature, but no less important. A technical leader is expected to have an influence on others through his or her direct interactions and general visibility.

All five leadership areas are considered fundamental to Schlumberger business and therefore all are mandatory for a nomination. For SETC recognition, the candidate must show a clear and distinguished excellence in all five leadership categories.

The SETC scheme has been used at Schlumberger for over 10 years as the means to recognize and reward the technical population within the company. Its success can be measured by the strong involvement of the technical community in the recognition process and the continued increase in people applying for SETC recognition.