



# Ensearch

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[www.ensearch-inc.com](http://www.ensearch-inc.com)

*we know* **OFFSHORE OIL & GAS!**

## E & P Market Sectors We Support

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Diverse range of local clients with global needs representing various segments of offshore exploration & production:

Project  
Management



Topsides



Fabrication  
Installation



Fixed/Floating  
Structures



Subsea  
Production



Drilling/  
Completions



## Technical Recruiting Capabilities

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Broad range of Engineering and Project Support positions

### Engineers:

- Trees/Wellheads
- Controls/Umbilicals
- Manifold/Tie-ins
- Risers/Pipelines
- Subsea Systems
- Project Management
- Fabrication/Installation
- Drilling/Completions
- Structural/Naval Architects
- Topsides
- Business Development

### Project Support:

- Proposals
- Estimating
- Planner/Schedulers
- Cost
- Purchasing/Supply Chain
- Logistics
- Data Management
- Drafters/Designers
  - ▣ Mechanical
  - ▣ Structural
  - ▣ Piping
  - ▣ Electrical

# Our Role/Recruiting Techniques

## Role We Play:

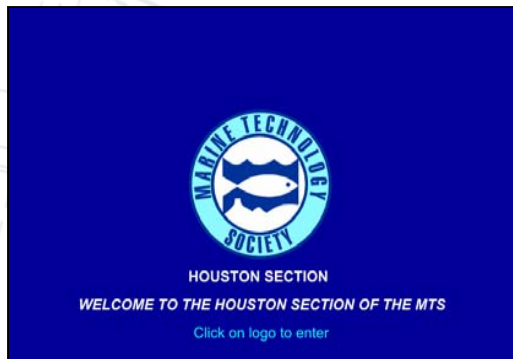
- Complement client's HR and management team
- Identify the passive candidate who may not be looking
- Assist in qualification
- Re-qualify at each step to help ensure progress in the interview and selection process
- Function as liaison between candidate and hiring co.
- Establish offer acceptance/start date
- Aggressive as necessary
- Creative recruitment sources



## Professional Associations

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Professional Association memberships allows us to leverage our affiliation to recruit top candidates in the marketplace



## What Delivery Looks Like.....

Shell, [www.shell.com](http://www.shell.com)

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- **Position:** Subsea Surveillance Engineer, New Orleans
- **Challenge:** Critical position with a small sized, subsea surveillance team which required intimate knowledge of a variety of subsea hardware including: trees, controls, manifolds, jumpers, etc.
- **Delivery:** Identified candidate by networking at a Houston offshore engineering conference. Candidate resided in Norway which involved several logistical challenges. Regardless, candidate was phone interviewed and then flown to the US for face-to-face meetings. Offer extended within 2 days and acceptance that day. Hired candidate was an honors graduate from Texas A&M and had 9 years proven subsea experience with a leading, global hardware supplier.



## What Delivery Looks Like.....

Schilling Robotics, [www.schilling.com](http://www.schilling.com)

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- **Position:** Director, Gulf of Mexico Operations
- **Challenge:** Difficult to fill, **retained search**, for a key leadership position with a well-established subsea technology firm. Requirements included strong technical skills in the areas of subsea engineering as well as proven experience in engineering, manufacturing, business development and after-market operations.
- **Delivery:** Identified several candidates through networking, direct headhunting and personal contacts. After many challenges with identifying the ideal candidate, an excellent match was discovered. Chosen candidate was a fantastic recruit as he brought with him 15+ years of subsea experience with several leading subsea hardware suppliers.



## What Delivery Looks Like.....

Hess, [www.hess.com](http://www.hess.com)

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- **Position:** Subsea Tree Specialist (drilling dept.)
- **Challenge:** Hess approached our firm with the remit of managing a **retained search** to identify a subsea tree specialist for their growing GOM drilling dept. This challenge also called for a candidate with a proven track record of managing critical subsea developments from design through installation and operation.
- **Delivery:** Presented several outstanding candidates with a broad range of subsea tree experience. Chosen candidate earned a BSME from TX A&M, with honors, coupled with an outstanding track record of offshore installation and commissioning campaigns during his 6 year career with FMC.



## What Delivery Looks Like.....

MacDermid Offshore Solutions, [www.macdermid.com](http://www.macdermid.com)

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- **Position:** VP, Global Sales
- **Challenge:** MacDermid approached ENSEARCH with the remit of managing a **retained search** to fill a key management role within their growing organization. Requirements included proven experience in managing a successful sales organization, excellent subsea knowledge, international business experience and other key attributes.
- **Delivery:** Presented (3) outstanding candidates with a broad range of experience in subsea business development. Chosen candidate was an excellent recruit as he brought with him 20+ years offshore industry experience. Additionally, he has an excellent understanding of market dynamics and drivers and has a proven track record of leading highly successful multi-national sales organizations .



## What Delivery Looks Like.....

Chevron, [www.chevron.com](http://www.chevron.com)

- **Position:** Sr. Facilities Advisor, Subsea (consultant)
- **Challenge:** Difficult to fill position for a substantial GOM project for this super-major. Position required an excellent understanding of a variety of critical subsea hardware including: trees, manifolds, jumpers, etc. Position also required individual who was capable and willing to lead and mentor a team of lesser experienced engineers.
- **Delivery:** Identified several candidates over the course of a 2 month period per Chevron's strict requirements. Hired candidate had nearly 30 years industry experience including many years with leading hardware suppliers and recent experience with a major E&C firm offered him the systems and installation experience Chevron desired.



## What Delivery Looks Like.....

Doris, [www.doris-inc.com](http://www.doris-inc.com)

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- **Position:** Sr. Flexible Flowline Specialist
- **Challenge:** Doris indicated a need for an experienced flexible flowline specialist to immediately begin work on a key FEED with a Houston based customer. Requirements included solid education credentials, proven flexible pipe installation and design know-how and a team player mentality.
- **Delivery:** The successful candidate brought to the table 25 years of industry experience as well as a B.S. & M.S. Civil Engineering. Moreover, his career includes 8 years of recent, hands-on flexible pipe manufacturing, design and installation planning experience supporting several leading deepwater GOM and Brazil projects.



## Scope of Capabilities

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**Our experience covers all technologies depicted below!**

