

How to find Project Managers for our Projects

Rome 10/11/2008



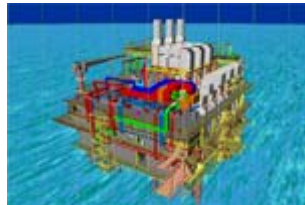
Our Projects Portofolio : more than 30 projects

► 5 Major Projects (>5G\$) under execution

AKPO



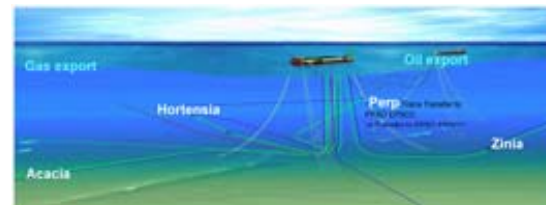
OFON 2



USAN



PAZFLOR



YEMEN LNG



► 4 Major Projects at Feed Stage:

- Egina (Nigéria)
- CLOV (Angola)
- Shtockman (Russia)
- Joslyn Mine & Upgrader (Canada)

Our Project Execution Strategy

- ▶ **Strong Basic Engineering where all main options are frozen**
- ▶ **In order to limit interfaces our Projects are commonly divided into three to four main contracts**
- ▶ **Integrated management team with from 2G&R up to field operations including drilling team. Staffing with support of « service companies ».**
- ▶ **Career development of Project management personnel and staffing of Project performed by Head Quarters and followed by « Trade Manager »**
- ▶ **Qualification of « service companies » by Head Quarters.**

Our Recruitment Policy for Project staff

► Two main sources:

- **Young engineers directly from university with or without petroleum specialisation:**
 - **Specific « cursus » during 5 to 6 years through field operation, Process and finally project posting**
 - **Final choice of the trade at the end of this 6 years posting**

- **Experienced engineers:**
 - **Oil industry: world wild recruitment**
 - **Outside oil industry: project oriented engineers from other industry**

Our today Challenges

- ▶ **Very attractive market for young engineers**
- ▶ **Project spread over the world implying a high geographical mobility.**
- ▶ **Project duration > 5 years**
- ▶ **Project Location**
- ▶ **Integration and training: in 4 years 40% of the staff will have less than 5 years experience in the company**

Thank you for your attention

Message
