

IEF Symposium: Tackling the Human Resources Crunch in the Petroleum Sector

The Search for Talent

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13th April 2009

Doha, Qatar

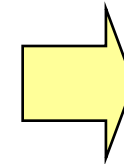
Human Resources

Recruitment



Talent Now and Sustainable Future Supply

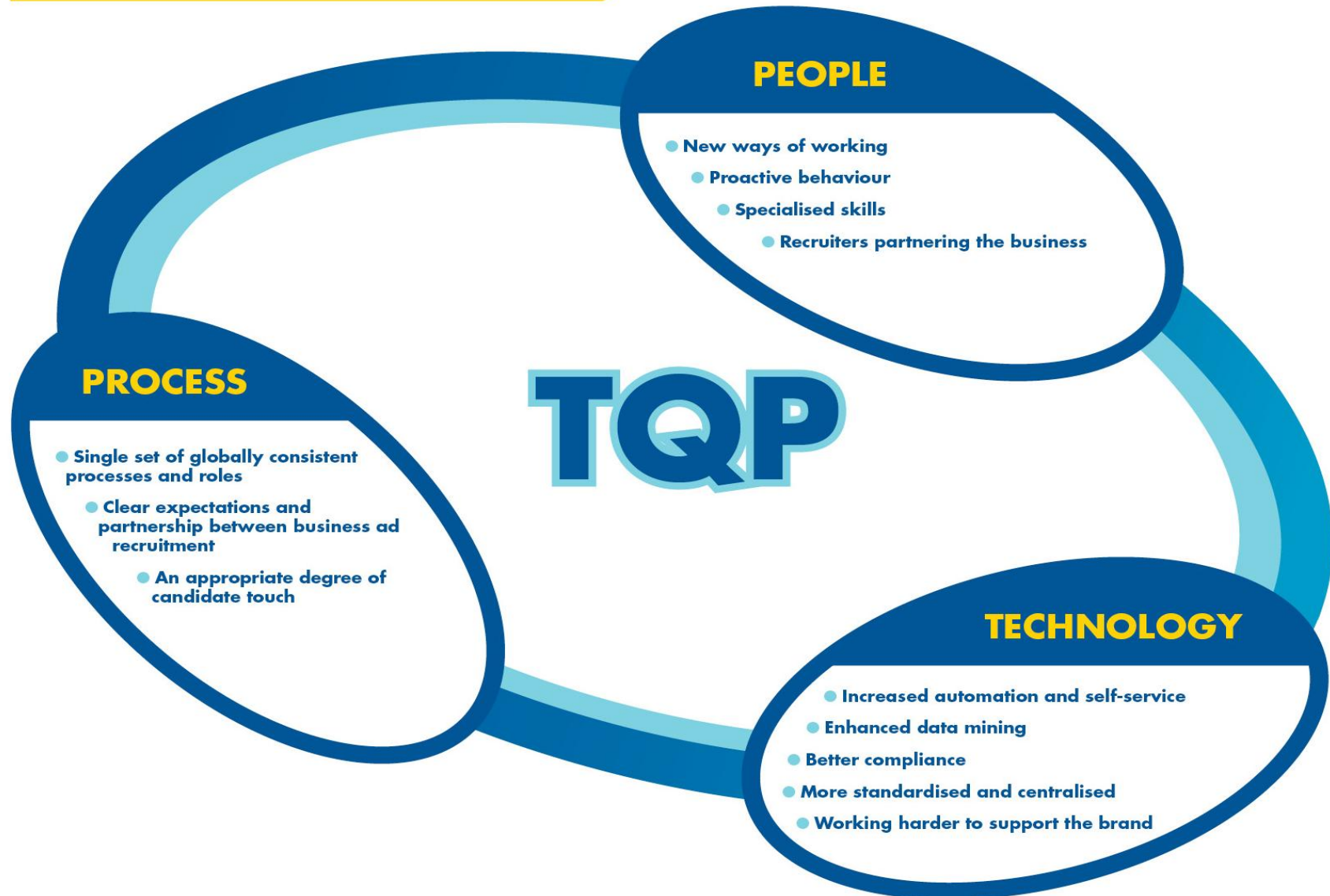
HR's strategic priorities – the fundamentals



So where does that
leave us?

Recruitment: New Ways of Working

Projects, activities and resources over the past four years have supported the roadmap to TQP



Building Organisational Capabilities in Qatar ‘Qatarisation’

•Talent Now & Sustainable Future Supply

- Five year Qatarisation workforce plan in place
- Both vacancy and talent driven approach to Qatari recruitment
- Engagement with universities for building technical talent pipeline
- Tailored approach to recruitment of recent Qatari graduates
- Successful internship program

•Strengthening Leadership & Deepening Professionalism

- Five year structured programme in place for accelerating Qataris Development
- Roll out of mentoring and coaching programmes in Qatar

• Improving Individual and Organisation Performance

- Quarterly meeting with the Qatarisation Management Committee to discuss Strategic Qatarisation matters.
- Goals and Performance Appraisal and Individual Development Plan
- Implementation of cross cultural awareness programme
- Implementation of On-Boarding program (Buddy System)
- Shell Marhaba Day to celebrate Qatarisation success

•Increased Efficiency & Effectiveness of HR Systems & Processes

- Alignment with QP and Affiliates on Qatari HR processes

SHELL PROJECTS IN QATAR

Pearl GTL

- Foundation Stone laid in Feb 2007
- World Scale GTL Plant
- Contributes to Qatar's vision – GTL Capital of the World



Qatargas 4

- JV between QP (70%) and Shell (30%) – July 2007
- Single LNG train - 7.8 MTPA
- 8 dedicated LNG tankers



Shell & Nakilat Master Services Agreement

- Shell appointed in Nov 2006 to provide services to Nakilat
- At least 25 LNG carriers – 25 year deal
- Nakilat to take over operational management in 12 years



Qatar Shell Research & Technology Centre

- World-class technology programme
- Up to \$100 mln committed over 10 years
- Upstream, GTL technologies & related training centre



