

# Schlumberger - Frequently Recruited for Positions

## Equipment Operator (EO)

### Responsibilities:

Drive specialized equipment to and from service jobs, spot equipment into position, rig up treating lines and hoses to trunks, tanks, and wells, operate assigned bulk and auxiliary equipment during treatment, and blend and prepare chemicals for pumping. Must comply with all governmental regulations and industry standards and observe all health, safety, and environmental policies, including wearing PPE at all times. The labor is **very physical**. EO's often work **70+ hour work weeks in all types of weather**.

### Key Requirements

- \* Must have a high school diploma or GED
- \* Class A CDL is preferred, but not required
- \* Must meet driving and background check standards
- \* Must meet DOT's physical requirements

### What to Look/Listen for

- \* Military experience with rank not to exceed E4
- \* Strong mechanical, outdoor, and/or hands-on labor experience (*farming, roofing, construction, etc.*)
- \* Work history reflecting long work weeks (70+ hours) in all elements
- \* Ability to work under pressure
- \* High energy
- \* Strong soft skills including written and verbal communication, ability to be a team player, adaptability, and creative problem solving
- \* "I worked long hours", "I worked a rotating schedule", "I worked in the heat, rain, snow, wind, etc.", "I operated heavy construction equipment", "I worked on location until the job was complete", "I worked with hot, heavy, and/or sharp materials", "I regularly used hand tools like pliers, wrenches, and sledge hammers".

### Possible "Red Flags"

- \* *Driving experience consisting of mostly long haul:* While EO's will drive equipment to and from the work site, most of their responsibilities will involve manual labor.
- \* *Experience primarily in a warehouse, on an assembly line, or as a machine operator:* EO's will not be working indoors in a controlled environment. Most of their day will be spent out in the field.
- \* *Want to make quick money:* SLB invests thousands of dollars in each new hire and is looking for serious, career minded and professional individuals.
- \* *Used to a set schedule:* EO's must be flexible and able to work long, around the clock hours.

### EO Training Provided and Required by Schlumberger

- \* New Employee Safety Training (NEST)
- \* Driver Training - *Schlumberger will pay for EO's to obtain their Class A CDL*
- \* Basic Operators School (BOS)

## Mechanical Technician (MT)

### Responsibilities:

Repair and perform daily maintenance on product line equipment and shop tools, conduct preventative maintenance and lubrication on auxiliary equipment, perform basic welding, cutting, grinding, and drilling tasks, have a basic understanding of company air, hydraulic, and electrical systems, and operate select auxiliary equipment and hand tools. Must comply with all governmental regulations and industry standards and observe all health, safety, and environmental policies, including wearing PPE at all times. The labor is **very physical**. MT's often work **70+ hour work weeks in all types of weather**.

### Key Requirements

- \* Must have a high school diploma or GED, **plus a two year tech degree**
- \* Must meet background check standards
- \* Must be able to work under direction
- \* Must be able to develop skills and knowledge to repair and maintain equipment

### What to Look/Listen for

- \* Military experience with rank not to exceed E4
- \* Versatile mechanic/preventative maintenance skills and experience including working with equipment like CAT, John Deere, Mack, dozers, excavators, diesel hydraulics, construction, mining, or farm equipment, and heavy duty outdoor mobile equipment
- \* Work history reflecting long work weeks (70+ hours) in all elements
- \* Field and shop experience
- \* "I changed out transmissions, replaced leaf springs, pulled rear ends...", "I performed engine swaps and replaced gears and rear ends", "I did maintenance on hydraulic pumps and hoses and repaired tracks"

### Possible "Red Flags"

- \* *Automotive mechanic experience only:* This is not the same as or equivalent to diesel mechanics
- \* *Experience is primarily in a shop environment:* MT's will have a blend of duties in the shop and out in the field
- \* *Specialized mechanic experience (ex. specializing in transmissions or diesel engines ONLY):* MT's need to be versatile and well-rounded. Speciality experience and/or education may be too niche for SLB's needs.
- \* *Used to a set schedule:* MT's must be flexible and able to work long, around the clock hours.

### MT Training Provided and Required by Schlumberger

- \* New Employee Safety Training (NEST)
- \* Monthly safety and operations improvement meetings
- \* Training courses for promotion to next career level

## Electrical Technician (ET)

### Responsibilities:

Maintain electronics and electrical parts inventory, perform periodic maintenance on electronic equipment, troubleshoot and repair electrical problems on equipment and vehicles in the shop, laboratory, and on location, and use technical software to calibrate electronic and computer equipment. Must comply with all governmental regulations and industry standards and observe all health, safety, and environmental policies, including wearing PPE at all times. The labor is **very physical**. ET's often work **70+ hour work weeks in all types of weather**.

### Key Requirements

- \* Must have a high school diploma or GED, **plus a two year tech degree**
- \* Must meet background check standards
- \* Must be able to work under direction
- \* Must be able to develop skills and knowledge to repair and maintain electric, electronic, and computer-based equipment according to company quality and safety standards

### What to Look/Listen for

- \* Military experience with rank not to exceed E4
- \* Experience coordinating and performing preventative maintenance, troubleshooting, and replacing electronic controls
- \* Experience with computer software and hardware installation
- \* Experience building, repairing, and maintaining instrumentation and communication cables and performing basic soldering and wiring termination techniques
- \* Versatile electronic skills
- \* Field and shop experience - field experience is especially important
- \* Outdoor, hands-on work history
- \* "I repaired sensors, wired panels, and performed PCB soldering", "I performed component level troubleshooting", "I used multi-meters, oscilloscopes, and spectrum analyzers", "I read and interpreted blueprints", "I wired diagrams", and "I performed electronic schematics".

### Possible "Red Flags"

- \* *Experience mainly with computer electronics:* Ideal candidates will have a mix of both experience with computer and heavy equipment electronics.
- \* *Experience primarily in a computer lab:* ET's will have blended duties in the field and the shop.
- \* *Specialized electronic experience:* ET's need to be versatile and well-rounded; able to troubleshoot, diagnose, and repair heavy equipment. Specialty experience & education may be too niche for SLB's needs.
- \* *Used to a set schedule:* ET's must be flexible and able to work long, around the clock hours.

### ET Training Provided and Required by Schlumberger

- \* New Employee Safety Training (NEST)
- \* Monthly safety and operations improvement meetings
- \* Training courses for promotion to next career level

## Field Specialist Trainee (FST)

### Responsibilities:

Supervise crews of 10+ and must stay on location with crews until the job is complete. FST's operate heavy construction equipment, regularly use hand tools like pliers, wrenches, and sledge hammers, and work with and around materials that are hot, heavy, and sharp. Must comply with all governmental regulations and industry standards and observe all health, safety, and environmental policies, including wearing PPE at all times. The labor is **very physical**. FST's often work **70+ hour work weeks, including rotating shifts, in all types of weather**.

### Key Requirements

- \* Must have a high school diploma or GED, **plus two years of post high-school education**
- \* Must meet background check standards
- \* Must have previous experience in leadership/management roles
- \* Must have strong math, problem solving, technical, mechanical, written and verbal communication, and soft skills
- \* Must be able to complete a very fast paced learning program

### What to Look/Listen for

- \* Military experience with rank exceeding E4 often make great FST candidates
- \* Work history in labor intense roles such as construction, firefighting, railroads, mining within extreme elements, etc.
- \* Experience in leadership/management roles

### Questions to Ask Yourself During/After Interview

- \* With supervision, will the candidate you've recruited finish the fast paced learning program?
- \* Will they be able to understand the duties & responsibilities of field operations and have complete knowledge of safety protocols & procedures?
- \* Will they have the ability to gain the respect of their future crew and lead them?
- \* Do they have the ability to take a project from startup, develop a project management plan, and communicate the plan to the crew and upper management? Will they be able to do this by their 1st year? At their 2 year mark, will they be able to do the above as the sole lead, taking 100% responsibility for the crew & project?

### Possible "Red Flags"

- \* *They don't have a lot of experience in management positions.*
- \* *They did not work or only worked part-time while they were in school: FST's will need to be able to work while completing a very fast-paced learning program.*
- \* *They feel comfortable communicating with their crew but feel less comfortable or haven't had to communicate with upper level management before.*
- \* *Used to a set schedule: FST's must be flexible and able to work long, around the clock hours.*

## Bulk Plant Operator (BPO)

### Responsibilities:

Operate the district bulk plant facilities so that prepared products and bulk materials can be delivered to well sites. BPO's are required to perform a daily check of bulk plant equipment, maintain all equipment, ensure the plant is kept clean, blend and mix all bulk products for delivery to the well site on time, check and calculate quantities of material blends required prior to loading, select company service equipment as needed to load a job, coordinate the movement of bulk products to and from the district with Logistics and FSMs, assist in the monthly inventory count and ensure all paperwork is completed on daily for goods received and shipped, ensure all additives are properly labeled and stored in a safe manner, ensure that all empty drums and pails are disposed of in a proper manner, and assist in training other operators and trainees. Must comply with all governmental regulations and industry standards and observe all health, safety, and environmental policies, including wearing PPE at all times. **The labor is not as physical as working out in field and involves working primarily in the shop.**

### Key Requirements

- \* Must have a high school diploma or GED, **plus two years of post high-school education**
- \* Must meet background check standards
- \* Must be able to maintain excellent quality control and train others

### What to Look/Listen for

- \* Stable work history in shipping, receiving, forklift operating, picking, pulling, warehouse, inventory, or industrial settings
- \* Indoor/outdoor hands-on work history
- \* "I managed inventory in a warehouse", "I received orders and pulled down materials needed for specific jobs", "I loaded materials and prepared shipments for projects", "I performed daily safety checks on equipment", "I kept the warehouse clean".

### Possible "Red Flags"

- \* *Their experience has been primarily in the field and they enjoy field work:* BPO's will work mainly in the shop.
- \* *They enjoy fast paced, labor intense atmospheres and get bored in a typical warehouse environment:* The Bulk Plant is slower paced and much lighter in duty than the field.
- \* *They want/need a lot of overtime hours:* BPO's typically do not work more than 50-65 hours per week

### BPO Training Provided and Required by Schlumberger

- \* New Employee Safety Training (NEST)

## Drivers

### Responsibilities:

May work a 10-15 hour shift but will only be driving for up to 10 hours a day. Drivers haul equipment or commodities (sand, water, etc.) from one job site to the next and use e-logs to track their mileage and hours. Must comply with all governmental regulations and industry standards and observe all health, safety, and environmental policies, including wearing PPE at all times.

### Key Requirements

- \* Must have a high school diploma or GED
- \* Must meet background check standards
- \* Must have a Class A CDL with no restrictions and doubles and triples, combinations, air brakes, and HAZMAT certifications

### What to Look/Listen for

- \* Over the road driver experience
- \* Experience operating doubles, triples, and tankers
- \* "I'm used to being away from home", "I have experience driving doubles, triples, or tankers"

### Possible "Red Flags"

- \* *They don't use/like e-logs.*
- \* *They are used to dedicated runs and want to be home every night.*
- \* *They state they'll "do this for now" but they want to get into fracing.*
- \* *They want/need a lot of overtime hours.*

### Training Provided and Required by Schlumberger

- \* New Employee Safety Training (NEST)
- \* Driver Training