

On the lookout for new employees



26.08.2012

Over the next three years, ConocoPhillips is planning to recruit many new employees. Geology, geophysics, reservoirs and wells are key disciplines in the onshore organization. The company is also looking to recruit new offshore employees.

The activity level in the company is high as activities in connection with the Ekofisk operations and the major development projects are under way.

In recent years, the number of Norwegian employees has been around 1,850. Few employees resign, but after 40 years of operation, an increasing number are reaching retirement age. In addition, employees go on international assignments and the internal job market is large. "This means that we constantly need new employees to fill vacant positions," says Hilde Motland, head of recruitment in ConocoPhillips in Norway. The recruitment department continuously works to select new employees in order to cover the human resources needs in coming years.

"We're planning on hiring around 170 employees this year and around 120 next year, before we level out at a slightly lower figure," Motland says. These figures include recent graduates and apprentices for skilled workers positions.

Various categories

ConocoPhillips has various categories of external recruitment: experienced personnel, graduates from the universities and apprentices onshore and offshore.

"Most positions are advertised externally," Motland says. This involves traditional newspaper advertisements as well as online advertising. The company also uses recruiting agencies – particularly for key positions. "Sometimes we need to go abroad to find what we're looking for." When it comes to experienced workers, especially within certain technical disciplines, there is stiff competition between the companies.

The experienced personnel group has a few years of work experience from the oil industry. Graduates are recent master's degree candidates who are offered permanent positions in ConocoPhillips from day one, and who, over the course of one or two years, rotate between various departments before taking up a regular position.

"We're very pleased with the response; we had more than 900 applications for the 20 graduates positions last time around," Motland says. Apprenticeships in the company are also popular – both onshore and offshore. Earlier this year, the company received 1,552 applications for 24 apprentice positions.

Informal atmosphere

ConocoPhillips is well-known for offering employees competitive terms, excellent career options and a culture characterized by an informal atmosphere and efficient cooperation.

"Although a lot of people work here, we have a tradition of saying good morning to each other in the hallways," Motland says. Office doors are open, and it is easy to contact colleagues – even across departments. On a professional level, people embrace the principles of collaboration and knowledge sharing. "Ability to cooperate and enthusiasm are qualities we look for in any candidate," says Motland.