



**Personal Career Development Planning for Oil & Gas Professionals in a COVID-19 & Energy Transition Impacted Environment - Is It Really Worth It?**



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Dan Byrne

CEng MIMechE MEI MInstLM

Paislee Consulting Limited



**MAINTAINING EFFECTIVE, SAFE, AND EFFICIENT OPERATIONS WITH LIMITED RESOURCES**  
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# Personal Career Development Planning for Oil & Gas Professionals in a COVID-19 and Energy Transition Impacted Environment - Is It Really Worth It?

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## INTRODUCTION

- My Background and Why I Am Passionate About This Subject Matter

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## CHALLENGES & OPPORTUNITIES

- Have The Brakes Been Applied to Career Development?
- Career Development Is Someone Else's Responsibility, Right?

3

## IT'S YOUR CAREER - TAKE CONTROL OF IT

- 'UPSKILL' - An Approach to Personal Career Development

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## SUMMARY & KEY TAKEAWAYS

- What Should I Do More Of?
- Seeking Help/Assistance

# INTRODUCTION

33 years of **operations, engineering, maintenance, asset integrity, project management, and process safety experience** in the oil & gas sector

21 years **leading, supervising, coaching & mentoring multi-discipline teams** across onshore and offshore environments

9+years as a engineering development representative within a major Operator, **responsible for the career development & management of 150+ engineers, project managers and technical professionals** across the UK and USA

Currently an **independent engineering and operations** within the energy industry

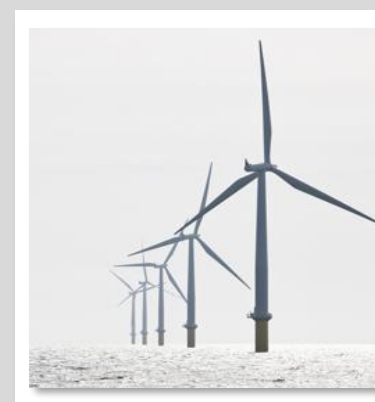
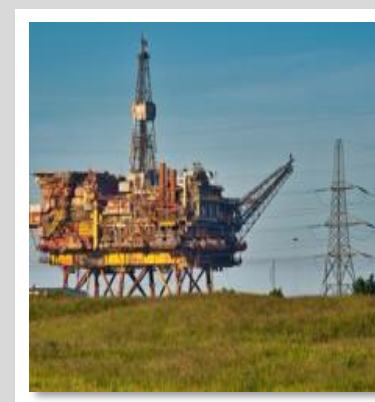
A passion for, and commitment to, **continuous professional development** (both self and others)

An **experienced industry mentor and STEM Ambassador**, giving back to help others in their own development journeys





# CHALLENGES & OPPORTUNITIES



**THE 'SWISS CHEESE' HOLES HAVE LINED UP OVER THE LAST 18-MONTHS TO CHALLENGE ONGOING CAREER DEVELOPMENT DISCUSSIONS & PLANNING**



## UNDERSTAND YOUR SITUATION

Do you know where your career is heading? Know which industry sector is right for you? Know what roles you might want to fulfil? Are you aware of your strengths and gaps?

## SOFT SKILLS & BEHAVIOURS

Put as much thought and focus into these as you do technical skills i.e. develop your active listening skills; building empathy etc.

## INVEST IN YOURSELF

Speculate to accumulate. Spend on the right training & development opportunities (even if it's your own money). You - and your career - are worth it! Increase your marketability

## PERSONAL CAREER DEVELOPMENT PLAN

Take time to develop and document a Plan no matter where you are on your career journey, which industry you're in or are targeting, or whether or not you want to change jobs/roles

## KEY TECHNICAL SKILLS & COMPETENCIES

What key technical skills and competencies do you need for your chosen career (roles & industry)?

## LET YOURSELF BE GUIDED

Allow yourself to be guided by the experience of others - seek out and engage, ask, network and challenge. Look for a mentoring relationship (as either mentor or mentee); seek out coaching from your supervisor etc.

## LOVE LEARNING

Love learning & development, live it every day! If it doesn't enthuse you then you're in the wrong job/role

**"OWN IT - LIVE IT - LOVE IT"**



## CAREER DEVELOPMENT PLAN

John Doe (revised Sep-21) - My Continuous Professional Development Commitments

### POTENTIAL NEXT ROLES/POSITIONS & INDUSTRIES/SECTORS

Roles/Positions of Interest (not exhaustive or constrained): -

- Engineering Team Lead
- Decommissioning Manager/Team Lead
- Engineering/Maintenance/Reliability/Integrity/HSEQ Manager

Industries/Sectors: -

- Renewable energy sector (primarily offshore wind; CCUS; hydrogen); oil & gas sector

### SHORT TERM (6-12 MONTHS)

- ☐ Continue to build/develop mentoring support capabilities (both internal & external)
- ☐ Build stronger competency and fluency around workplace mental health & wellbeing

#### KEY ACTIONS PLAN

Activity	Targeted skills, knowledge and behaviours	How this will help me achieve my goals
Research decommissioning L&D courses by YE-21	Decommissioning technical and/or commercial competencies	Provide me with a prioritised list of potential L&D opportunities

### MEDIUM TERM (13-36 MONTHS)

- ☐ Log 30+ hours of STEM involvement before YE-22
- ☐ Look to better leverage training/competency/development opportunities presented by the IMechE

#### KEY ACTIONS PLAN

Activity	Targeted skills, knowledge and behaviours	How this will help me achieve my goals
Research IMechE specific L&D opportunities	Increase technical fluency and competency to facilitate a move from oil and gas operations	Provide me with a broader suite of potential L&D opportunities

### LONGER TERM (37-60 MONTHS)

- ☐ Build on my existing cross-industry contribution, and further develop my community and charitable impacts

**Target Short, Medium & Long-term Goal(s) / Roles**

Include roles you are qualified & competent for currently, or ones which are achievable given your identified development activities. Have a longer-term Aiming Point(s) that represents an achievable reach/growth for you (likely a 8-10+ year view)

**Development of Technical & Business Skills / Competencies & Behaviours**

Have clear goals for skills, competence & behavioural development which supports your current job/role requirements, with some consideration for future assignments i.e. where are my gaps for future roles and/or industry sectors

**Soft Skills & Personal Growth Goals**

Commit to the continued development of your soft skills, and have some personal growth objectives which will complement your technical & business competencies and capabilities. Remember, your career is there to be enjoyed

**Action Plans**

Tie SMART actions directly to the skills/competencies, and behaviours requiring development to meet your short/medium/long term career needs. Regularly revisit, reassess and update. Be accountable for making change as necessary to remain on track

**Remember, Your Career Development Plan is a guide, it's not definitively cast in stone!**



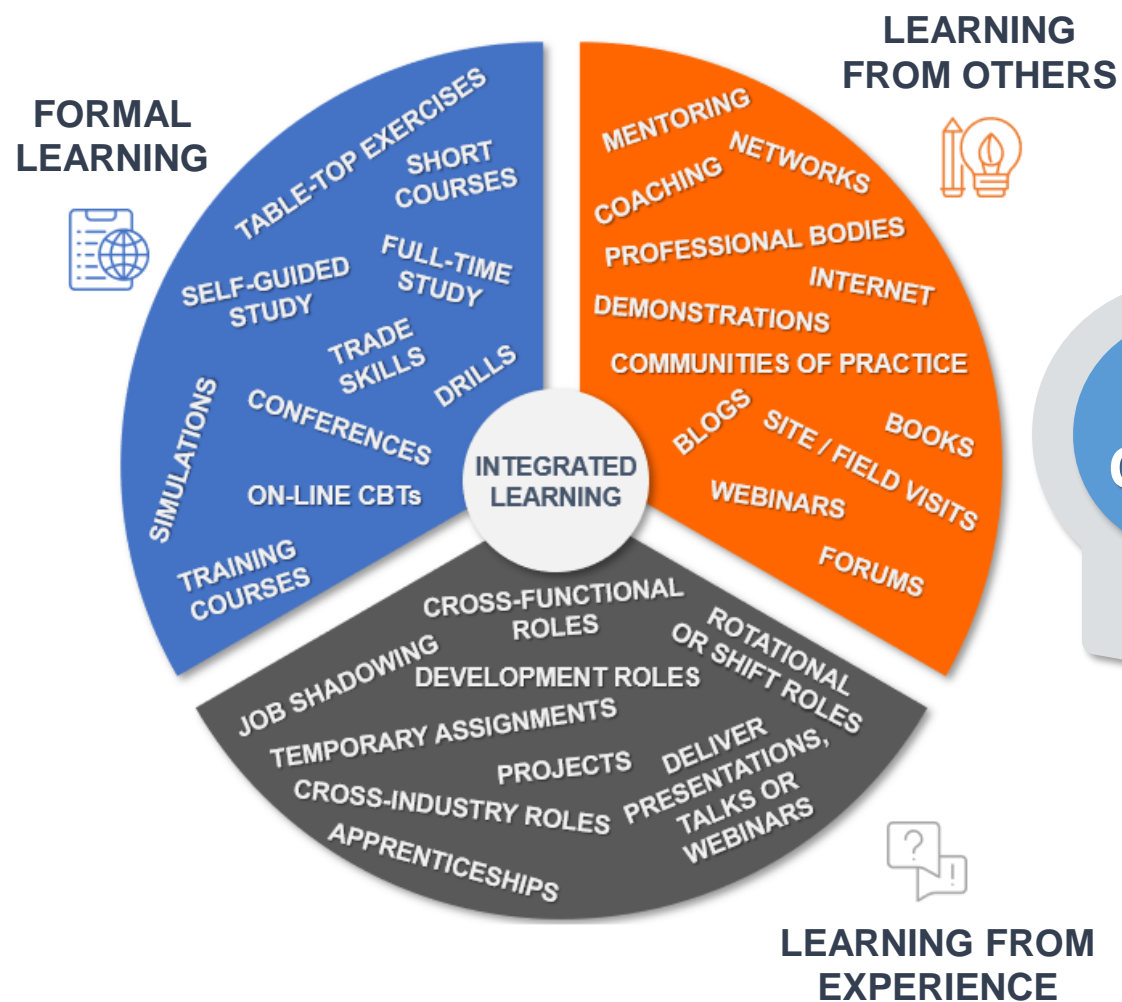
## PRACTICAL STEPS YOU CAN TAKE (WHAT YOU NEED TO DO MORE OF)

- **Be Flexible & Adaptable**
  - **Be Accountable, Take Control**
  - **Build Foundational Technical Competencies & Skills**
  - Complement Technical Growth with Business & Personal Skills
  - **Balance Your Personal Needs vs Your Professional Aspirations**
  - **Deliver In Your Existing Role (Absolutely Critical)**
  - Maintain Work-Life Balance - Be Mindful of Your Physical & Mental Health and Wellbeing
  - Gain The Right Balance of Learning Experience
- **Perform a Personal SWOT Analysis**
  - **Do a Skills Gap Assessment vs Job Descriptions Of Interest**
  - **Document Your Transferable Skills & Competencies**
  - Look to Leverage Personality & Behavioural Tools
  - Invest In Your CV Development
  - Develop Your Interview Skills
  - **Pursue Professional/Trade Accreditation & Memberships**
  - Leverage Fit-for-Purpose CDP Tools & Trackers
  - **Never miss an opportunity for 'field time' (e.g. site visits; FATs etc.)**
- Invest In 'Research' and Learning & Development Time
  - Understand The Changing Work Market
  - **Recognize the Positive Value Of Mentoring**
  - Build Diversity & Inclusivity Goals Into Your Plan
  - Engage with Your Supervisor and HR Rep/Business Partner
  - **Network with Peers**
  - **Reach Out To Others In Roles / Industries You Might Want to Consider**
  - Volunteer To Expand Your Sphere of Influence & Impact





## THE INTEGRATED LEARNING MODEL



## CAREER DEVELOPMENT CONSIDERATIONS





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**THANK YOU  
ANY QUESTIONS?**

