

EXECUTIVE SEARCH

OIL & GAS

A large industrial facility, likely an oil refinery or chemical plant, is shown at night. The scene is illuminated by bright artificial lights, creating a high-contrast image. Several tall, cylindrical distillation columns are visible, along with a complex network of pipes, walkways, and structural steel. The sky is dark, and the overall atmosphere is industrial and busy.

OVERVIEW

Brunel are a trusted partner and globally recognized leader in retained Executive Search, with 120 offices in 40 different countries and have a network of more than 12,000 specialists and executives. Our focus is partnering with start-up, mid-market, and large established organizations across Upstream, Midstream and Downstream Oil & Gas.

Specialized in placing highly qualified candidates in strategic positions, we have a proven track record of working with our most trusted clients to fill Accountant, Controller, and Management Level Talent.

CHALLENGE

Our clients' main challenges revolve around the need to secure technically proficient finance leaders with a relevant industry understanding (usually from customers or competitors) and a thirst for process improvements. A proven track record within the Oil & Gas space of ensuring USGAAP and IFRS standards are met, is also a significant challenge. Many candidates at this level are also difficult to attract based on level of seniority, loyalty to their employer and compensation; therefore, the need for a more meticulous and thorough recruitment strategy is vital.

Our extensive team of experienced search consultants work closely with each client's key stakeholders to ensure full alignment on the requirements before initiating each search. Every scope of work is carried out in a highly confidential nature and focused on conducting a rigorous research process and adopting a transparent and consultative approach.

The Brunel logo, consisting of the word "Brunel" in a bold, sans-serif font, is positioned in the top left corner of the slide. It is set against a white rectangular background that is part of a larger yellow L-shaped graphic element.

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METHODOLOGY

We work to a long list of fully qualified candidates for each requirement, whilst at the same time providing key intel for our clients to utilize when making a decision. Therefore, also providing them with peace of mind that they have secured the very best talent available in their respective market





METHODOLOGY

Brunel



Mapping out technically qualified candidates within relevant-sized competitor organizations, located in pre-agreed geographical regions



Every candidate approached is delivered the same clear and consistent marketing message to help promote our clients' brand in the market



Psychometric Assessments are undertaken alongside structured interviews to provide a more holistic view of the candidate and allow for candidate comparison, this in turn reduces bias and increases hiring success



We provide our partners with detailed compensation and benchmarking assessments to ensure they are staying competitive and equitable in this highly competitive recruitment market

CLIENT PLACEMENTS

Brunel

Partner:

Search:

\$450M privately held E&P company

Senior Revenue Cycle Accountant
JIB Accounting Manager

Director of Operations
Sr. Manager of Tax

\$5B publicly traded company in the
E&P of crude oil and natural gas

Senior Gas Plant Accountant
Business Unit Controller
VP of Supply Chain

Reliability Engineer, Lead
Manager of SEC Reporting

\$150M private equity based
wellhead company

Costing Accounting Manager
Plant Manager

Senior Field Service Technician
Manager of M&A

\$300M privately held midstream
company

Senior FP&A Manager
Director of Finance
Senior Corporate Development
Analyst

Plant Accountant
VP of Internal Audit

DELIVERY TEAM

Brunel



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Principal Consultant

Prior to joining Brunel in February of 2024, Alfred spent the last 10 years placing professionals in the Oil and Gas/Energy space both locally and nationally with Korn Ferry/Lucas Group, The Bachrach Group, and KForce search firms. Within O&G, Alfred has successfully placed finance professionals from management to front line contributors. Alfred is a highly proficient search professional that is results and deadline driven. He leverages his ~7,000 connections across many verticals (upstream, midstream and downstream) to connect, identify and source the best candidates for any search him and his team undertake.

Alfred has placed some of the industry's top leaders who have successfully scaled and exited companies.

Project Manager

Ryan has 9 years of experience working in Recruitment in the US, Canada, and UK markets, and has spent his career partnering with both Public and Private Equity backed businesses. This includes delivering C-suite and operational leadership placements across multiple portfolio organizations. Ryan also has had a strong focus on identifying leadership talent in technical areas such as Finance, Engineering, Maintenance & Operations, and Sales.

Lead Consultant

Jamie has 13 years of Search Consultancy experience across the UK and North America. Prior to moving to Brunel in February 2023, Jamie spent the past 5 years successfully building the Retained Executive Search desk at global \$1.2B search firm Airswift. Over the years he has partnered and supported both private equity and venture capital firms with a presence across the Oil & Gas, Clean Energy & Renewables markets. His success has been driven by connecting the right candidates with his clients resulting in growth for the company and sector.

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OUR CLIENTS

Brunel


Marathon Oil


eog resources

CALLON
PETROLEUM


SilverBow
RESOURCES®

 **PLAINS**
ALL AMERICAN
PIPELINE, L.P.

HARTENERGY

 **quorum**
software

SCOUT
ENERGY PARTNERS

Williams®

CVR
Energy

CHENIERE

Calyx
Energy III, LLC

BOARDWALK™

PIPELINES

HESS

 **TARGA**