

**NAME:** Laurie Bemis  
**EDUCATION:** Bachelor of Science in Chemistry, University of Guelph, Guelph, Ontario, Canada  
**ROLE:** Senior business analyst  
**COMPANY:** Talisman Malaysia Ltd  
**YEARS IN OIL & GAS:** 20

## RESIDENCE PASS-TALENT HOLDER LAURIE CONTRIBUTES TO "OIL-GONOMICS"

of the business: reservoir engineering, joint ventures, corporate, planning and economics which "prepared me for my current role in business development."

At Talisman Malaysia Ltd, a Canadian O&G company in Malaysia, her job "involves preparing strategic plans and economics for new deals, such as acquisitions or joint ventures, for new exploration blocks, and for expansion projects for our existing operations."

"Every day is different," this residence pass-talent holder says. "Some days I meet with other members of the team to discuss strategy, options and project input data. Other days, I prepare cash flows to determine the future value of a project. Still other days see me making powerpoint slides to share ideas and results with the management."

She says these meetings to discuss numbers and report preparations are key to getting a project off the ground as she points out "for every 20 proposals I analyse, maybe 10 will be presented to my immediate management, two or three presented to senior management and one will get approval."

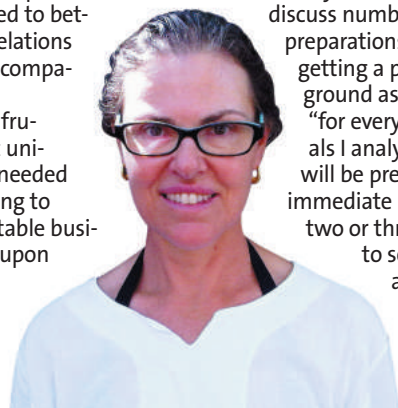
### MY JOB IS EXCITING BECAUSE...

EVERY drop of oil adds value to every oil company. Bemis says being able to contribute to making every drop count for her company and their production partner is rewarding.

"A few years ago, I was seconded to our partner company's office" she recalls. "My job was to prepare a spreadsheet that calculated each partner's share of oil under a very complex production sharing agreement."

"The result was an entitlement model which I believe is still used today. Most importantly, by working within our partner's office, I gained a better understanding of our partner's point of view, which led to better working relations between our companies."

Bemis lived frugally while at university, thus, needed little convincing to join the profitable business of O&G upon graduation. She has since worked in many areas



**NAME:** Zarool Hassan Tajul Amar  
**EDUCATION:** Master of Engineering in Petroleum Engineering, Heriot-Watt University, Edinburgh, UK  
**Bachelor of Engineering in Aeronautical Engineering, University of Sydney, Australia**  
**ROLE:** Senior petrophysicist  
**COMPANY:** Petrofac (Malaysia-PM304) Ltd  
**YEARS IN OIL & GAS:** 26

## RETURNING EXPERT ZAROOL SHARES THE ART AND SCIENCE OF PETROPHYSICS

fluids (gas, oil, condensate, and water) in those rocks that are often complex and sometimes do not behave exactly as science or mathematical formulas would have predicted them to be.

"Experience always prevails," Zarool adds.

The intricacy of acquiring this experience has prompted him to develop an in-house training course focusing on the interpretation skills in petrophysics for all sub-surface personnel in a major O&G company, which is still being used to teach young geoscientists and engineers.

### DRILLING FOR SUCCESS ...

"My skill in petrophysics allows me to interpret and integrate various sub-surface geological and engineering data to determine different types of fluids in reservoir rocks and estimate its properties for exploration or development purposes," Zarool explains.

He says the complexity of reservoir rocks and scarcity of finding "easy" hydrocarbons force the O&G industry to move away from traditional silo sub-surface skill-based working environment to an integrated multi-skills environment.

As petrophysicists do not undergo the specialised trainings of geoscientists or reservoir engineers, they gain "a distinctive position to bridge the two major disciplines because of their capability to integrate both geological and reservoir engineering data," he says.

"As more O&G companies rely on sophisticated geological and engineering computerised models for exploration and development of hydrocarbon reservoirs, petrophysicists are now highly sought after due to their inherent skills in both disciplines," Zarool adds.

### TALENTCORP'S TOUCH...

"I came back under the Returning Expert Programme (REP) scheme," Zarool shares. "TalentCorp made my return easier because of its one-stop-centre arrangements with other governmental agencies."

"The benefits that come with REP are attractive but I feel the five-year duration for the scheme is too short as transfer of skills and technologies in certain disciplines often takes much longer for it to be effective. Professionals may not be enticed to return to Malaysia due to this limited tenure, or worse, they may choose to leave after the duration is over."



# TALENTCORP SUPPORTS THE OIL AND GAS SECTOR THROUGH VARIOUS TALENT PROGRAMMES



### RESIDENCE PASS - TALENT (RP-T)

- Open to highly-qualified expatriates who have lived in Malaysia three years or more.
- Ability to live and work in Malaysia for up to 10 years.
- Flexibility to change employers without having to renew the pass.
- Spouse and dependents under 18 years of age are eligible for the RP-T.
- Spouse can seek employment without the need to apply for an Employment Pass.
- Dependents over 18 years of age are eligible for a five-year Social Visit Pass.
- Parents and parents-in-law are also eligible for a five-year Social Visit Pass.

### SCHOLARSHIP TALENT, ATTRACTION AND RETENTION (STAR)

- Collaboration between Public Service Department (JPA) and TalentCorp.
- Goal: To enable JPA scholars to serve scholarship bonds in the private sector.
- JPA scholars in STAR can work in Malaysian companies supporting the Economic Transformation Programme (ETP).

### UP-SKILLING PROGRAMME

- To equip fresh graduates with industry-specific skills.
- Talents are placed in Malaysian and international MNCs to develop industry-driven skills.
- Key talents needed include engineers, researchers, accountants, content developers and scientists.
- Technology Specialist in Specific Domain Experts (TeSSDE)
- High Income Talent Research Scientist Engineer (HIT-RSE)

For more information or to participate in any of the programmes featured, do visit us at [www.talentcorp.com.my](http://www.talentcorp.com.my)

### RETURNING EXPERT PROGRAMME (REP)

- To facilitate return of experienced Malaysians working abroad who are able to contribute to the ETP.
- Applications are approved based on qualifications and working experience abroad.
- Approved REP applications are entitled to:
  - An incentive of 15% flat rate of income tax on employment income for five years.
  - Tax exemption for all personal effects brought back into Malaysia under one consignment.
  - Tax exemption (excise duty and sales tax) for up to two locally assembled/manufactured Completely-Knocked Down (CKD) vehicles.
  - Permanent Resident (PR) status for foreign spouse/children within six months upon submission of complete application to the Immigration Department of Malaysia.



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 MALAYSIA

THE oil and gas (O&G) sector has been a key contributor to the Malaysian economy since the 1970s. Petrolim Nasional Bhd, Malaysia's only Fortune 500 company, oversees all petroleum activities including upstream exploration, production of O&G, downstream oil refining, marketing and distribution of petroleum products.

O&G contributes 19% or RM127bil to Malaysia's gross domestic product (GDP). The Government launched the Economic Transformation Programme in September 2010 to propel the country into a high-income economy by 2020. O&G is one of the National Key Economic Areas to continue driving this growth.

To maintain the energy sector's contribution to Malaysia's GDP, plans have been put in place to:

- Diversify the energy sector;
- Enhance production from current reserves;
- Increase exploration for new oil and gas reserves; and
- Encourage the use of alternative energy sources like solar.

We need talents with different experiences and qualifications! TalentCorp has various talent programmes to retain and recruit talents, locally and globally.



## JPA SCHOLAR EILEEN SHINES AT SHELL MANAGING RISKS AND COSTS

**NAME:** Eileen Lee  
**EDUCATION:** Bachelor of Science in Environmental Policy with Economics, London School of Economics and Political Science, UK  
**ROLE:** Contracts engineer  
**COMPANY:** Shell Malaysia  
**YEARS IN OIL & GAS:** 1

### MY JOB IS EXCITING BECAUSE...

Lee is trained in policy making for environment and sustainable growth yet works in a controversial energy sector - O&G! Lee finds work exciting because she intends to use her knowledge and skills to enhance sustainability in the sector. "I am currently working on a 48" sub-sea pipeline replacement project off Singapore waters," Lee



shares. "This project will significantly reduce the risk of oil leak incidents, while ensuring efficient operations of a Shell refinery."

In the O&G industry, her role is known as contracts engineer. She deals with work related to major constructions and provides consultancy for contracting within the Asian region.

"I play a major role in sourcing for the best contractors with the best value for money while maintaining ethics, controls and principles. I also lead and participate in commercial negotiations and contract management. The job is exciting due to the high monetary value and risk involved, innovations in engineering, and the diverse dynamics that exist in every project."

### DRILLING FOR SUCCESS...

Lee maintains that it is important to manage multiple interfaces in various situations with different stakeholders to achieve one goal.

### TALENTCORP'S TOUCH...

"I was under the STAR programme early on," she recalls. "TalentCorp made my transition from overseas where I studied, to working in Malaysia close to hassle-free. TalentCorp has exceeded my expectations in responsiveness and professionalism."

## JPA SCHOLAR LUM GRINDS ON AND OFF-SHORE TO MAKE WELLS FUNCTION WELL

**NAME:** Terry Lum  
**EDUCATION:** Bachelor of Engineering (Civil), Universiti Malaya, Kuala Lumpur  
**ROLE:** Well intervention / well integrity engineer  
**COMPANY:** Shell Malaysia  
**YEARS IN OIL & GAS:** 1.5

### MY JOB IS EXCITING BECAUSE...

Lum is a JPA scholar who is kept busy as he takes on two roles; one is looking after well integrity, the other being well intervention. Yet, he is not complaining.

"I'm really excited working with a group of people from different backgrounds and personalities on large scale projects that have a big impact to the company," Lum explained. "Our work has the potential to impact our country's gross domestic product."

No doubt Lum knows how big his job is! Yet, he added "the best part is I can concentrate on my job knowing my bank balance is well taken care of."

Lum also sleeps well at night having "the satisfaction of a job well done, hitting targets we have set and being able to go home knowing everything is good and safe."

Lum's day in the office is varied. When on-shore, he attends meetings to discuss well integrity issues and plans for any remedial work to be carried out. His off-shore work comprises of waking up at 5am, attending safety and operations meetings at 6am, getting his permit and work documents checked and signed off before heading to the wells site to work until 6pm.

Then, it is relaxation, and revision for exams. "Yes, we still have to sit for exams to assess our competency to carry out our jobs," adds Lum.

### DRILLING FOR SUCCESS...

Well intervention coiled tubing and slick line operations, and Wellhead maintenance and well integrity troubleshooting, are two skills instrumental to improving O&G production.

"In 2012, I was involved in a well intervention campaign on two of our oil fields offshore Sabah," Lum says. "The main objective of carrying out coiled tubing sand clean-out operations was to boost production rate from our existing oil wells. We completed the operations safely and successfully, and thus brought in additional oil production and revenue."

### TALENTCORP'S TOUCH...

"I came under the STAR programme when it had only just started," Lum recalls, adding in 2010, he spent 10 weeks as an intern in Sarawak Shell Bhd.

"I passed the internship and was offered the opportunity to work with Shell upon my graduation," he reveals. "Luckily, TalentCorp was around so it was possible for me to serve my bond working for Shell under STAR. After a short wait, I was given the green light to join Shell. JPA and TalentCorp were helpful and understanding throughout the process."

