

KinheadPartners

Sample Candidate Report President, XYZ Oil & Gas

December, 200X

Background

The search universe for this project includes the major corporations supplying products or services to oil, gas and power generation markets, and smaller providers a candidate may have moved to after experience with a one of the major industrials.

The first group comprises upstream providers in the extraction, platform building, pipeline and inspection, deep-sea drilling and construction spaces. Closer to the client business model and higher promise in terms of candidate quality are the manufacturers of products used in oilfield equipment and/or downstream oil & gas and power generation applications.

We are also speaking with the large consulting company energy practices in Texas for referrals, and looking at the venture and new technology groups within the major oil companies for start-up units.

The pedigree we seek – calling for a high potential growth candidate from a respected culture but still relatively early in his/her career, with significant oil & gas industry experience – is the key challenge because the universe is limited.

Quick Update

Four potential candidates have been ruled out since our last report for the reasons listed below. We have added one potential candidate and have had initial contact with three others who have indicated interest.

Candidates in Play Now

Oil & Gas Pres Candidate 1 (North Carolina)

- BS Mechanical Engineering - University of Michigan 19XX
- MS Chemical Engineering - MIT 19XX
- MBA - University of Chicago 19XX
- Unocal – President - 8 years
- McKinsey – Engagement Manager (Energy Practice) - 5 years
- British Petroleum – Finance, M&A, Drilling Engineer - 8 years
- Shell – Engineer - 4 years

Oil & GAS Pres Candidate 2 (Missouri)

- MBA - Harvard 19XX
- BS - Columbia (Liberal Arts) 19XX

- General Manager of a \$250 million turbine aftermarket business – markets to power generation and refining markets
- GE Energy - 13 years
 - Quality Leader, Master Black Belt Installation & Field Services - 3 years
 - Regional Service Director - 2 years
 - Early experience as Field Engineer and Project Manager
 - Substantial M&A experience in energy markets

Oil & GAS Pres Candidate 3 (Dallas)

- BS Mechanical Engineering - Indiana Institute of Technology 19XX
- MBA - Xavier 19XX
- President \$80 million manufacturer of oil industry heat transfer solutions - 7 years
- Strategy consulting practice – 2 years
- President machine tool builder - 2 years
- Sales management chairs ABB Power - 12 years
- Three marketing management positions FMC - 4 years
- Sales for GE Power - 5 years

Oil & Gas Pres Candidate 4 (Washington, DC)

- BS Chemical Engineering - Vanderbilt 19XX
- MBA - University of Houston 19XX
- Boston Consulting Group – Management Consultant (Energy Practice) – 5 years
- Reliant Resources – VP Strategy and Analysis - 4 years
- Aker Kvaerner – XVP Petroleum Group - 3 years
- McKinsey – Sr. Engagement Manager (Energy Practice) - 6 years
- Exxon – Refinery operations - 12 years

Candidates Ruled Out

Oil & Gas Pres Candidate 5 (Los Angeles)

- BS Chemical Engineering - Case Institute of Technology 19XX
- MBA - University of Chicago 19XX
- Turnaround consulting firm - 4 years
- McKinsey Partner – Energy Practice - 7 years
- Arco Chemical – Engineering Management - 9 years
- *Can't relocate at this time*

Oil & Gas Pres Candidate 6 (UK)

- BS Chemical Engineering - Purdue 19XX
- MBA - Kellogg 19XX
- Emerson Process Technologies - VP Gas Equipment 1 year, business development and Asian business management 2 years
- Huntsman Corporation – Engineering and Sales - 4 years
- FMC Process Engineering - 2 years
- *About to take on new responsibilities – not good timing*

Oil & Gas Pres Candidate 7 (Houston)

- BS Business – University of Texas (Austin) 19XX
- MBA (Finance) UCLA 19XX

- Honeywell Process Management – SVP GM \$700 million, all oil & gas business – 28 years
- *Considering early retirement*

Oil & Gas Pres Candidate 8 (Houston)

- BS Petroleum Engineering - University of Texas (Austin) 19XX
- MBA (first in class) - University of Texas 19XX
- President \$800 million manufacturer of oil industry heat transfer solutions - 7 years
- Strategy consulting practice – 2 years
- President platform drilling equipment builder - 2 years
- Sales management chairs GE Power - 12 years
- Three marketing management positions LTV Aerospace - 4 years
- Sales for ABB Power - 5 years
- *Compensation out of range*

Oil & Gas Pres Candidate 9 (Sugarland)

- MS Mechanical Engineering - SMU 19XX
- MBA - INSEAD 20XX
- Danaher (power unit) President - \$400 million 4 years
- ABB Power – Product Manager - 2 years
- Honeywell and FMC – engineering assignments – 7 years
- *Not willing to relocate at this time*

Oil & Gas Pres Candidate 10 (Dallas)

- BS Engineering - University of Texas 19XX
- MBA – Stanford 19XX
- GE Energy –VP/GM for \$400 million business marketing substations, distribution transformers to power generation, and oil & gas markets - 10 years
- Rolls-Royce Energy Systems – GM of \$500 million turbine aftermarket business
- *Not interested*

Oil & Gas Pres Candidate 11 (Missouri)

- BS Computer Science - Villanova 19XX
- ABB Power - President - Europe (\$400 million responsibility) – 8 years
- Woodward Governor - Director of Marketing & Sales 3 years, Program Manager 3 years
- Sales and Sales Management - 6 years
- *Qualified, but lacks executive polish/presence*

Oil & Gas Pres Candidate 12 (Dallas)

- BS Business Management - LeTourneau University, Houston 19XX
- MBA - Kellogg 20XX
- Marathon Oil - VP Strategy - 1 year
- Pennzoil - Director Product Management - 1 year
- Coca-Cola – Brand Manager - 2 years
- McKinsey - 1 year
- *Substantial promotion pending*

Oil & Gas Pres Candidate 13 (Chicago)

- BS Chemical Engineering - University of Michigan 19XX
- Currently energy consulting
- Enron – General Manager (Division) - 12 years
- McKinsey – Partner - 10 years
- *Limited manufacturing experience*

Oil & Gas Pres Candidate 14 (Los Angeles)

- BS Aeronautical Engineering - Bristol (UK) 19XX
- Oil industry consultant (seismic technologies) - 3 years
- Managing Director – Startup (oil & gas) - 2 years
- McKinsey Energy Practice (Houston) – 9 years
- Exxon – Reservoir Engineer - 4 years
- *Limited manufacturing/operations experience*

Oil & Gas Pres Candidate 15 (Houston)

- BS Engineering - California Polytechnic University 19XX
- MA Mechanical Engineering - Stanford 19XX
- CEO for Reliant Upstream North America - \$312 million revenues, 1000 employees – 6 years
- Danaher (retail petroleum) - General Manager – 5 years
- Henkel Adhesives (Loctite) - Sales and National Accounts Management – 17 years
- *Not right cultural fit – team skills in question*

Oil & Gas Pres Candidate 17 (Hong Kong)

- BS Petroleum Engineering - Stanford 19XX
- MBA - Stanford 19XX
- Regional President, Asia - Emerson Flow Control - 9 years
- Managing Director - Tyco – Also sales management, valve product management - 10 years
- *Not interested in moving back to states – family in Asia*