

Careers in Africa
Talent Agenda Series

Eric Pietrac

HR Director, Subsea 7

10 April 2015

Agenda

Subsea 7 in a nutshell

Why Africa today is a hot spot?

Our HR strategy in developing countries

Our employer branding

Agenda

Subsea 7 in a nutshell

Our vision

To be acknowledged by our clients, our people, and our shareholders, as the leading strategic partner in seabed-to-surface engineering, construction and services.



39 Vessels
+ 5 under construction



175
ROVs



13,000
people



56
nationalities



Where we operate



Agenda

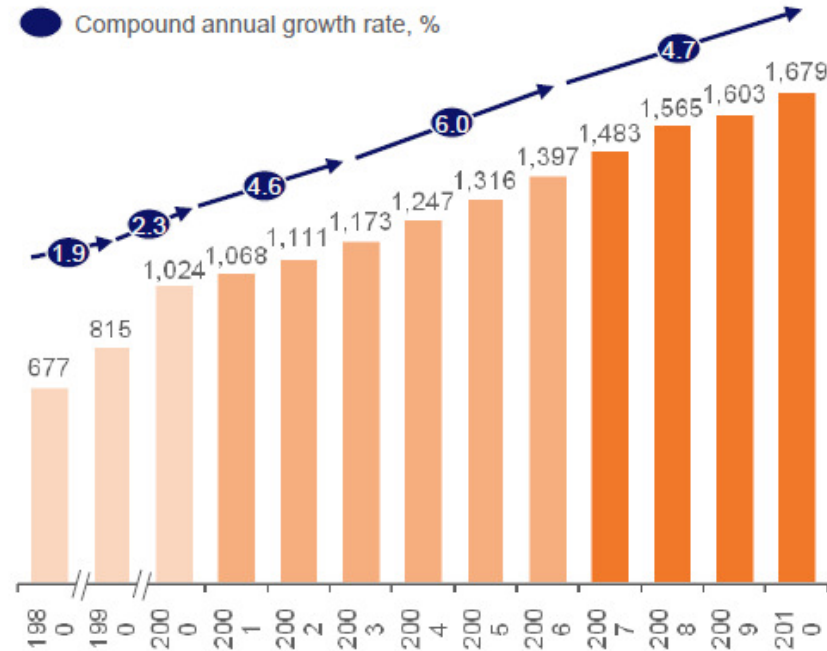
Why Africa today is a hot spot?

A strong GDP growth since 2000

Africa's economic growth accelerated after 2000, making it the world's second-fastest-growing region

African annual real GDP

\$ billion



Real GDP compound annual growth, 2000-10

%



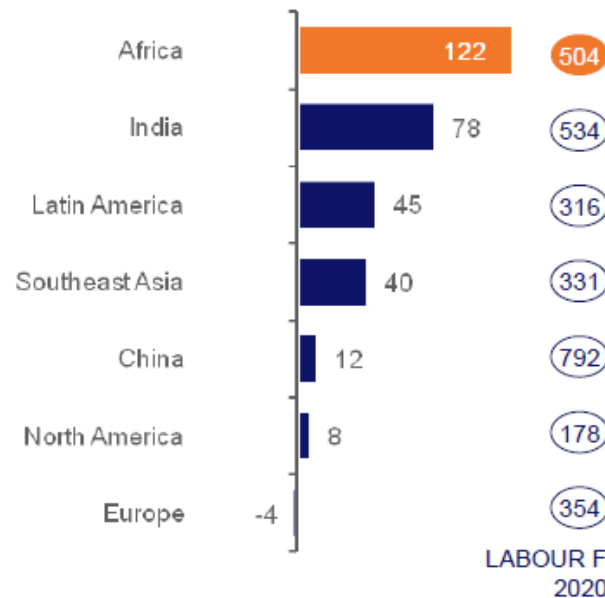
- The map by the Global Insight represents annual growth rate in GDP compounded over the last 10 years
- Economy of African countries continue to grow at a healthy rate compared to rest of the world

Source: Global Insight; McKinsey Global Institute analysis; Hay Group

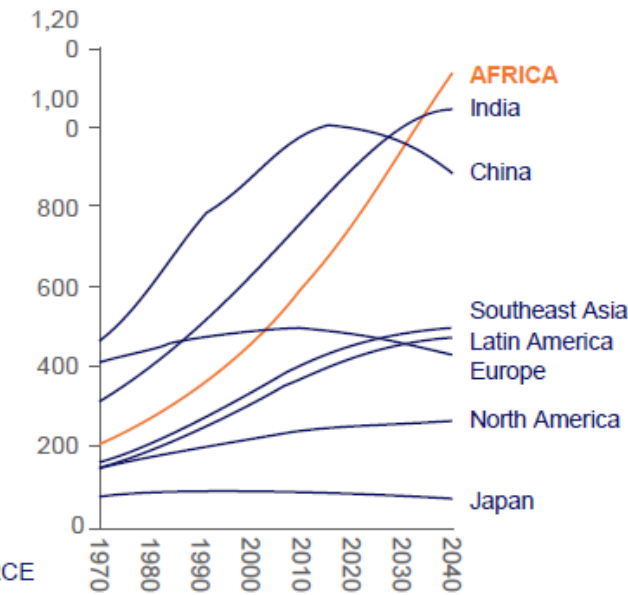
The largest labour force by 2035

Africa's labour force will grow by 122 million during this decade, and will be the largest in the world by 2035

Growth of the labour force, 2010-20



Size of the working-age population 15-64 years



- Africa's labour force is projected to increase by 122 million people by 2020, creating a continent wide labour force in excess of 500 million
- By 2035, the continents working-age population will be larger than that of any individual nation on earth, including China and India

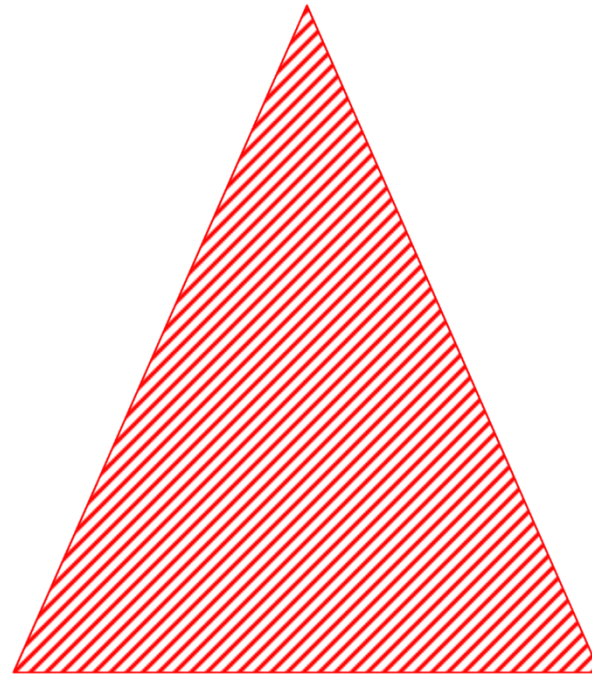
Source: The world at work: Jobs, pay and skills for 3.5 billion people, McKinsey Global Institute, June 2012

Source: International Labour Organization; United Nations World Population Prospects; McKinsey Global Institute analysis; Hay Group

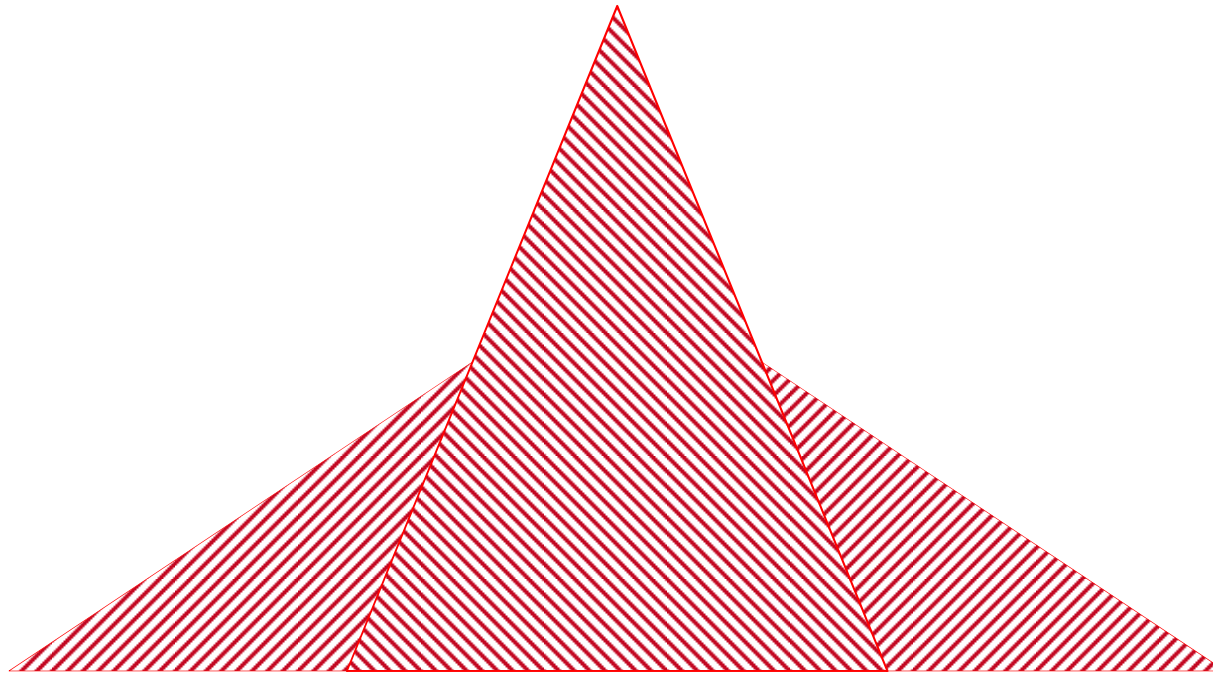
Agenda

Our HR strategy in developing countries

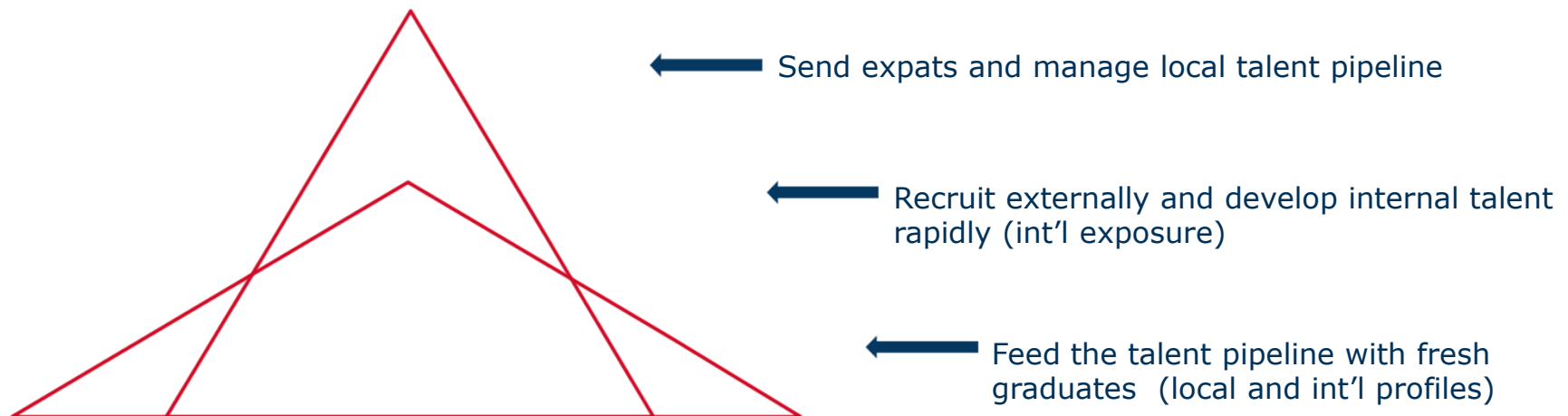
What we need as resources.....



What we need....and what we find as resources!



Our HR strategy in developing countries



Key success factors = experimenting step by step, generating our own data, developing inclusive leadership with contextual intelligence, developing a transparent communication HQ/office

Agenda

Our employer branding

Objectives to create a global employer brand

- ✓ Increase brand awareness globally
- ✓ Explain what we do to potential candidates
- ✓ Increase motivation internally and attractiveness externally (co-branding).
- ✓ Make our employer promise clear and unique (externally and internally post-merger)
- ✓ Create a flexible concept which each country can then apply to their own themes (act global, think local)

Our employee promise

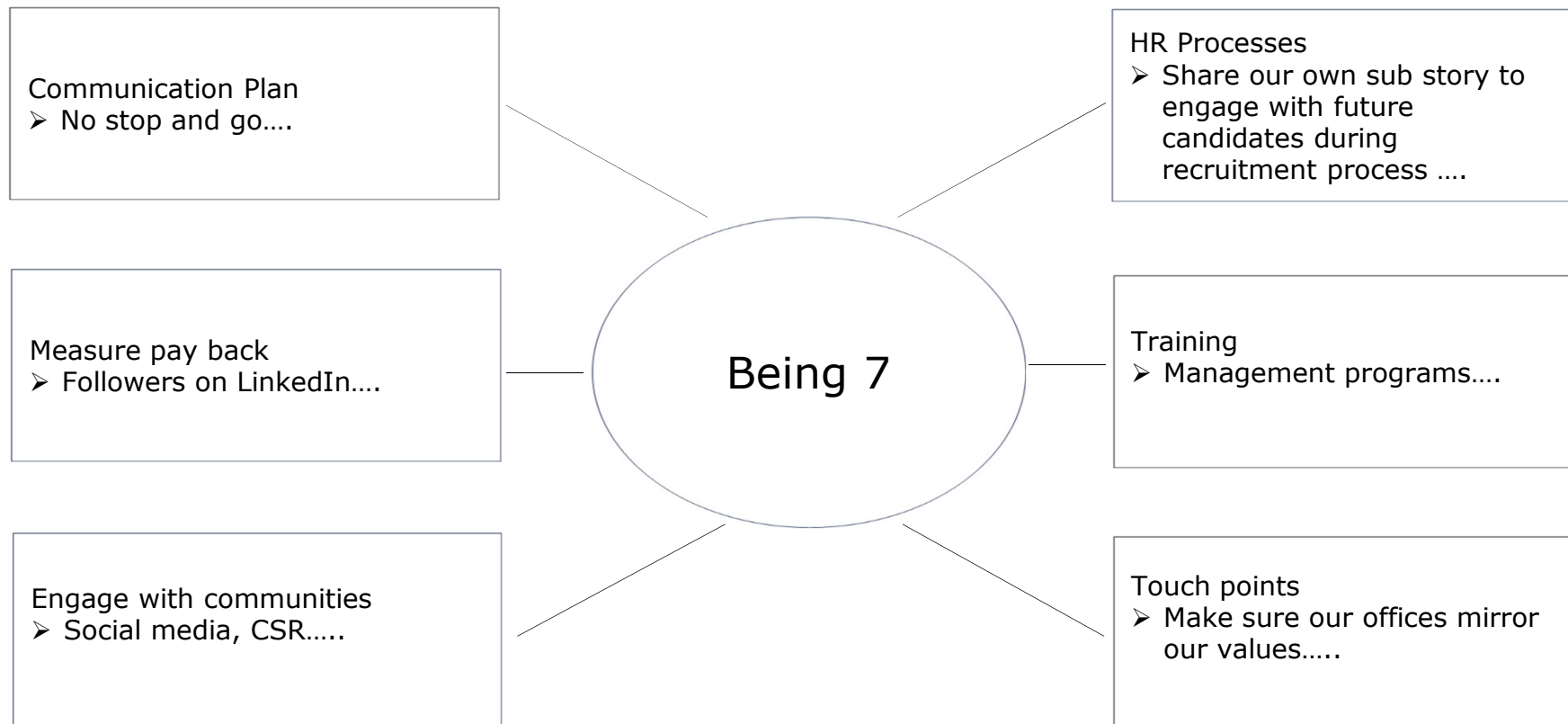
- ✓ We achieve incredible “things”
- ✓ How we do it (values) is as important as what we achieve
- ✓ We make long term investments in our people, assets and know how

Crash test : down turn, exit process....

Being 7 concept and bottom up approach




Being 7 : the implementation



50 shades of Being 7

Ne pas cesser d'apprendre
This is my story*




Benjamin
Juriste contrats internationaux

Juste de formation, j'ai rejoint Subsea 7 en 2007 en tant que stagiaire, puis pour un VIE d'un an à Aberdeen. J'y ai suivi une formation universitaire complémentaire en tant de plain-pied dans la pratique du droit anglais et l'industrie de l'énergie. Cela a été un environnement international, des projets industriels complexes et exigeants où malgré des risques et excellence technique vont de pair. Je suis dans une fonction support qui m'a permis de travailler sur l'occasion de découvrir de nouvelles facettes de mon métier et de progresser au contact des autres. La collaboration, l'international, la mobilité ce ne sont pas que des mots chez Subsea7. C'est ce que je voulais et c'est ce que je vis au quotidien.

Partagez l'esprit Subsea 7.

Plus d'informations sur nos opportunités de carrière : www.subsea7.com/careers

We are global.
It's all part of Being 7




Olumide
Business Development

I've been with Subsea 7 for three years now, carrying out a variety of roles in Nigeria. I really enjoy working with international clients and subcontractors to develop strong and mutually beneficial relationships, as well as with an international team. Collaboration and integrity are very important to me, as they reflect the way we do business. All of which makes Subsea 7 a vibrant and growing organisation.

I have the opportunity to work with people across the globe on a daily basis - and I wouldn't have it any other way.

Rejoindre un secteur d'avenir
This is my story*




Arnaud
Responsable adjoint du département Structure

En 2007, après 9 ans dans l'industrie auto j'ai intégré Subsea 7 et son programme de conversion pour les ingénieurs venant d'autres secteurs. Ce qui m'a séduit, ce sont les projets de leur taille et la manière dont on les conduit en en prise directe avec le terrain, avec une dimension humaine très forte. Dans l'installation de structures sous-marin j'ai redécouvert le sens de mon métier d'ingénieur et en développant mes compétences moi-même. Aujourd'hui, j'encadre une équipe de 30 personnes qui travaillent sur des projets en Afrique de l'Est et dans d'autres régions. J'ai eu 4 opportunités de développement personnel professionnel que mon secteur d'origine ne m'aurait pas offertes. Le parcours que je réalise depuis 3 ans chez Subsea 7 le prouve.

Partagez l'esprit Subsea7.

Plus d'informations sur nos opportunités de carrière : www.subsea7.com/careers

Unlock your hidden potential
This is my story



Matthew
Construction Manager

I had four years experience working as an Offshore Surveyor, providing support for our planning and construction activities, when I was approached to join Subsea 7's Engineering Conversion Course.

It's an in-house programme tailored towards engineers working in other industries. I wasn't an engineer by trade, my degree was in Geomatics - Survey and Mapping Sciences, but my experience offshore allowed me to join the Course.


It's typical of the flexibility that a career with Subsea 7 can provide. You'll be pushed to your limits, but you'll be supported all the way. Since then, my career has developed through the engineering function.

I take pride in the fact I'm a product of Subsea 7's making. The business continues to encourage me and show faith in my abilities - most recently through our one-year Developing Leadership Programme. Ten years in to my career and it's clear you never stop learning.

To find out more or to join us, visit www.subsea7.com/careers

A global leader in seabed-to-surface engineering, construction and services.

Aiming for excellence.
It's all part of Being 7




Nathalie
Operations Manager

Before joining Subsea 7 I worked as a project management consultant for various sectors, but never with the oil and gas industry. So when I landed my first role with Subsea 7 as a Field Engineer, on a vessel, I was immediately faced with new challenges. It was extremely rewarding and since then, my work has taken me to places as varied as Gabon and Angola. Whenever I've been, I've always been impressed by the level of performance my colleagues bring to their jobs. People here never settle for second best. Truly creating an inspiring workplace.

I'm always proud of our team's accomplishments - we strive for excellence and continuously achieve success.

Trusted to deliver, encouraged to develop
This is my story



Scott
Installation Engineer

When it came to choosing a career I always wanted the chance to work outside, as part of a team, focused on designing solutions to practical challenges. It's why engineering appealed.

After graduating as a Civil Engineer, I applied to Subsea 7's Graduate Engineering Development Scheme, attracted by the prospect of being joining a multi-cultural organisation in a technology-driven industry.

Within weeks I was offshore, responsible for delivering my own scope of work. It's the perfect balance between being pushed to explore your potential and being supported your throughout your journey by experienced colleagues.

Your progress is encouraged through regular reviews with a mentor, setting targeted goals for the coming year. In my first year, support towards becoming a chartered engineer.

Development focuses on creating well-rounded, confident and skilled engineers. Whether it's professional or technical, to help you realise your full potential and to ensure you're being mentored a global organisation.

To find out more or to join us, visit www.subsea7.com/careers

A global leader in seabed-to-surface engineering, construction and services.

For more information, please contact Eric.Pietrac@Subsea7.com



seabed-to-surface

www.subsea7.com