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COURSE BROCHURE

# Oil and Gas Strategic Talent Management Training Course

7 – 11 November 2027
Doha

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Registered in the United Kingdom and Saudi Arabia

# Oil and Gas Strategic Talent Management Training Course

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Oil and Gas Strategic Talent Management is a 1-week training course for HR business partners, talent leads and technical line managers who must keep scarce engineering and operations disciplines staffed, and each participant leaves with a draft critical role succession map. Retiring experts, long competence lead times and contested graduate markets now decide whether assets keep running safely. Jupiter Prime Training delivers this Oil and Gas Strategic Talent Management course.

## Why Oil and Gas Strategic Talent Management Matters Now

Three forces shape technical talent in oil and gas today. A large cohort of senior engineers, operators and inspectors is approaching retirement, taking undocumented judgement with them. New hires take years to reach independent sign-off on wells, plant or integrity work. Renewable energy, digital firms and contractors compete for the same graduates and mid-career specialists. A company that reads these signals early keeps critical roles filled; one that reacts late relies on costly contractors and thinner safety margins. The course rests on critical role analysis, competence profiling and structured succession planning.

## Who Gains Most from Oil and Gas Strategic Talent Management

- HR partners who advise asset and function leaders on technical headcount and risk
- Talent leads who run succession reviews and development pools for engineering disciplines
- Technical line managers who sign off competence and coach early-career engineers
- Discipline heads who hold the authority matrix for wells, plant and integrity roles

An asset or discipline leadership group that sends its HR partner and technical managers together gains most.

## Oil and Gas Strategic Talent Management Capabilities

Participants link each scarce technical role to its asset risk and to possible successors.

- Assess which technical roles are critical by safety and lead time — asset leadership
- Build competence profiles with clear sign-off levels for each discipline — line managers
- Weigh build, buy and borrow options for scarce disciplines — HR and finance partners
- Design graduate rotations that shorten time to independent sign-off — learning leads
- Apply expert knowledge capture methods before retirement — discipline heads
- Communicate succession risk with ready-now and ready-later bench strength — executive talent reviews

## Key Oil and Gas Strategic Talent Management Terms

- Critical role — a hard-to-refill position whose vacancy would quickly harm safety or production.
- Bench strength — the number of people ready now or within a set period to step into a critical role.
- Competence profile — the skills and sign-off level a technical role requires, written as observable standards.
- Time to autonomy — how long a new hire takes to work on a role without supervision or countersignature.
- Knowledge capture — methods that record an expert's judgement and case history before departure.
- Build, buy or borrow — choosing between developing staff, hiring externally or using contractors.

## Oil and Gas Strategic Talent Management Day by Day

### Day 1: The Technical Workforce Outlook

- Workforce Age And Retirement Profile — Where Expertise Gaps Open First
- Discipline Supply And Demand Scan — Which Skills Will Be Contested
- Asset Life Plans And Headcount — Matching People To Field Stages
- Contractor Dependency Review — Cost And Risk Of Borrowed Expertise
- Talent Risk Register For Technical Roles — Executive Attention Priorities

### Day 2: Mapping Critical Roles and Competence

- Critical Role Scoring By Safety, Production And Lead Time — Role Priority
- Discipline Competence Profiles And Sign-Off Levels — Assessor Consistency
- Authority Matrix For Wells, Plant And Integrity — Who May Approve What
- Competence Gap Heat Map — Development Spend Targeting
- Assessor Calibration Sessions — Fair And Repeatable Judgements

### Day 3: Growing Engineers and Operators

- Graduate Rotation Design Across Field And Office — Time To Autonomy
- Structured On-The-Job Logbooks — Evidence For Progression Decisions
- Mentoring Pairs With Senior Specialists — Judgement Transfer Pace
- Technical Career Ladder Versus Management Track — Retaining Specialists
- Build, Buy Or Borrow Comparison — Sourcing Scarce Disciplines

### Day 4: Succession and Knowledge Retention

- Performance And Potential Grid For Technical Pools — Successor Selection
- Ready-Now And Ready-Later Bench Counts — Succession Risk Rating
- Expert Interview And Case Library Methods — Retirement Knowledge Capture
- Phased Retirement And Consultant Return Options — Bridging Expertise Gaps
- Retention Risk Signals For Key Specialists — Targeted Stay Actions

## Day 5: Practising the Critical Role Succession Map

- Applying Role Scoring To A Case Asset — Critical Role Short List
- Applying Competence Gaps To Candidates — Successor Readiness Ratings
- Applying Knowledge Capture To Retiring Experts — Transfer Schedules
- Peer Review Of Succession Assumptions — Credibility Before Leadership Review
- Critical Role Succession Map — Executive Talent Review Package

## Applying Oil and Gas Strategic Talent Management After the Course

- Score the critical roles of one asset or discipline by safety, production and lead time, and agree the short list with its leader.
- Run a knowledge capture interview with one specialist due to retire and log the cases in a shared library.

## Oil and Gas Strategic Talent Management Questions FAQ

### What is oil and gas strategic talent management, and why does it matter now?

It is the practice of keeping scarce technical roles filled with competent people over the life of an asset. It matters now because experts are retiring faster than new engineers reach sign-off.

### Which roles gain most from oil and gas strategic talent management?

HR business partners, talent leads and technical line managers gain most. You benefit when you advise on technical headcount, run succession reviews or sign off competence for engineering and operations staff.

### How does an oil and gas strategic talent management course differ from a general HR course?

It centres on technical disciplines and asset risk. A general HR course covers recruitment broadly; this one ties succession, competence sign-off and knowledge capture to wells, plant and integrity roles.

### What do you bring back from oil and gas strategic talent management training?

You bring back a drafted critical role succession map for a real or case asset. It lists scored critical roles, successor pools with readiness ratings and knowledge transfer schedules.

## Oil and Gas Strategic Talent Management: The Way Forward

The critical role succession map first informs the next executive talent review, where leaders decide which successors to accelerate and which scarce disciplines to hire. HR partners and discipline heads use it to target development spend. After its first review cycle, revisit the role scores as asset plans change, since a field entering late life shifts which roles are critical.