

Fafo Østforum

Rekruttering av utenlandsk kompetanse for å løse energiutfordringene

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Rekruttering av utenlandsk kompetanse for å løse energiutfordringene

- Litt om Shell
- Energi utfordringen – 3 ubehagelige sannheter
- Behovet for “top talent”
- Hva vi ser etter
- Utfordringer og dilemma

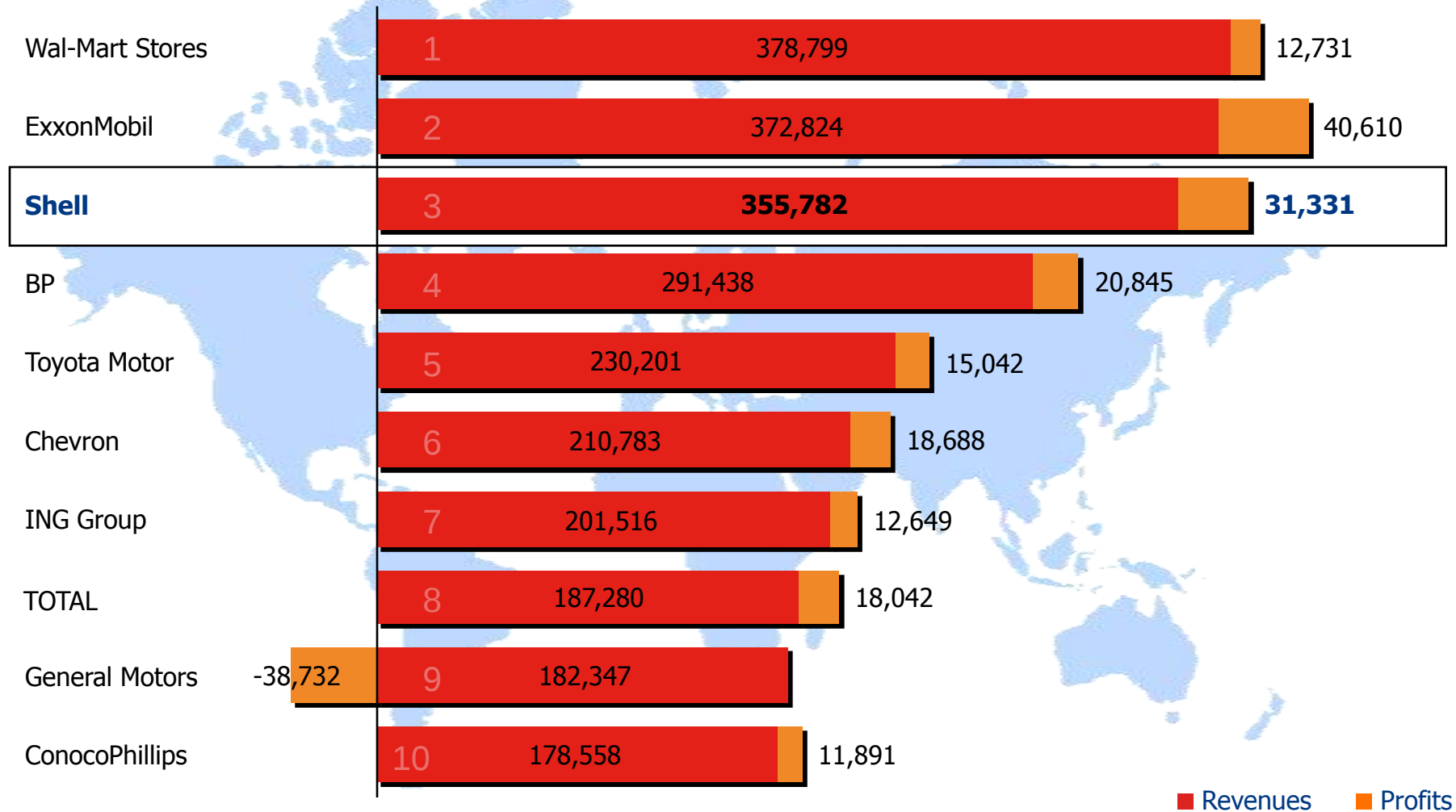
Profile

- We are active in more than 110 countries
- Worldwide we have 104,000 employees
- We produce around 3.2 million barrels of oil equivalent per day
- We spend \$ 1.2 billion on R&D (2007)
- Our fuel retail network of more than 46,000 service stations is the world's largest
- We are listed on the stock exchanges of Amsterdam, London and New York
- In 2007 we celebrated our first centenary

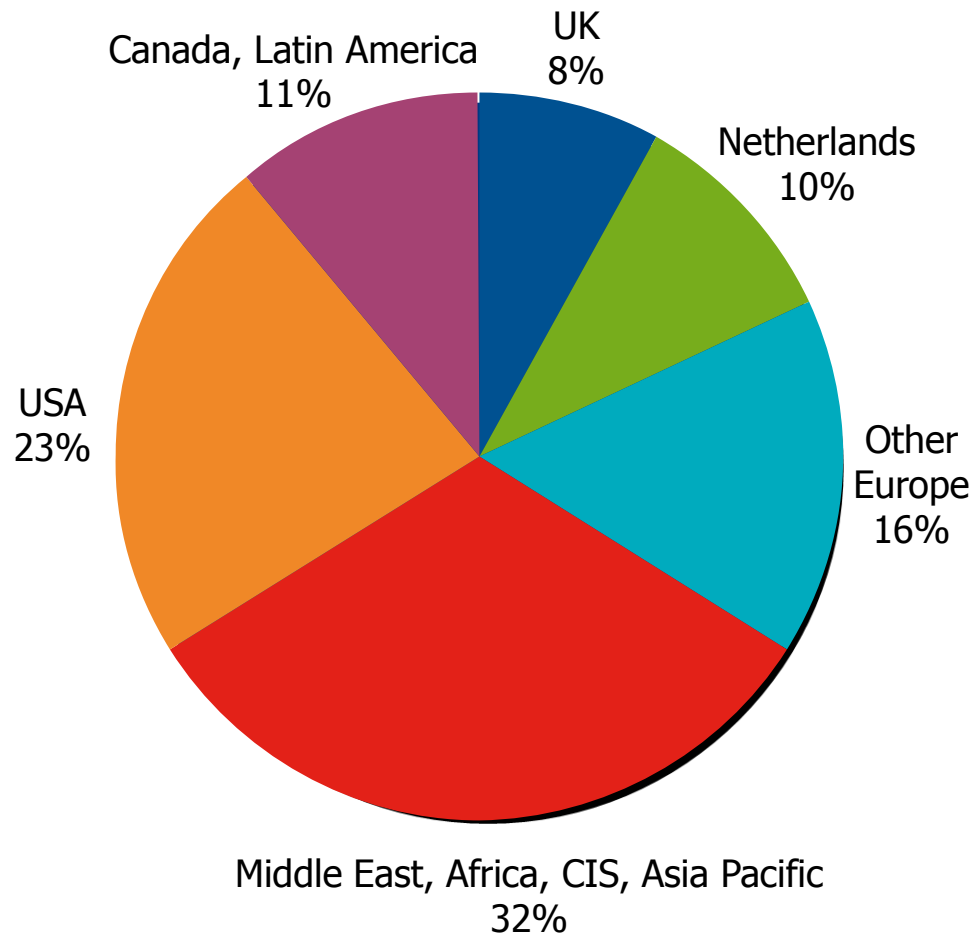


The world's largest corporations

In \$ million



Shell staff worldwide

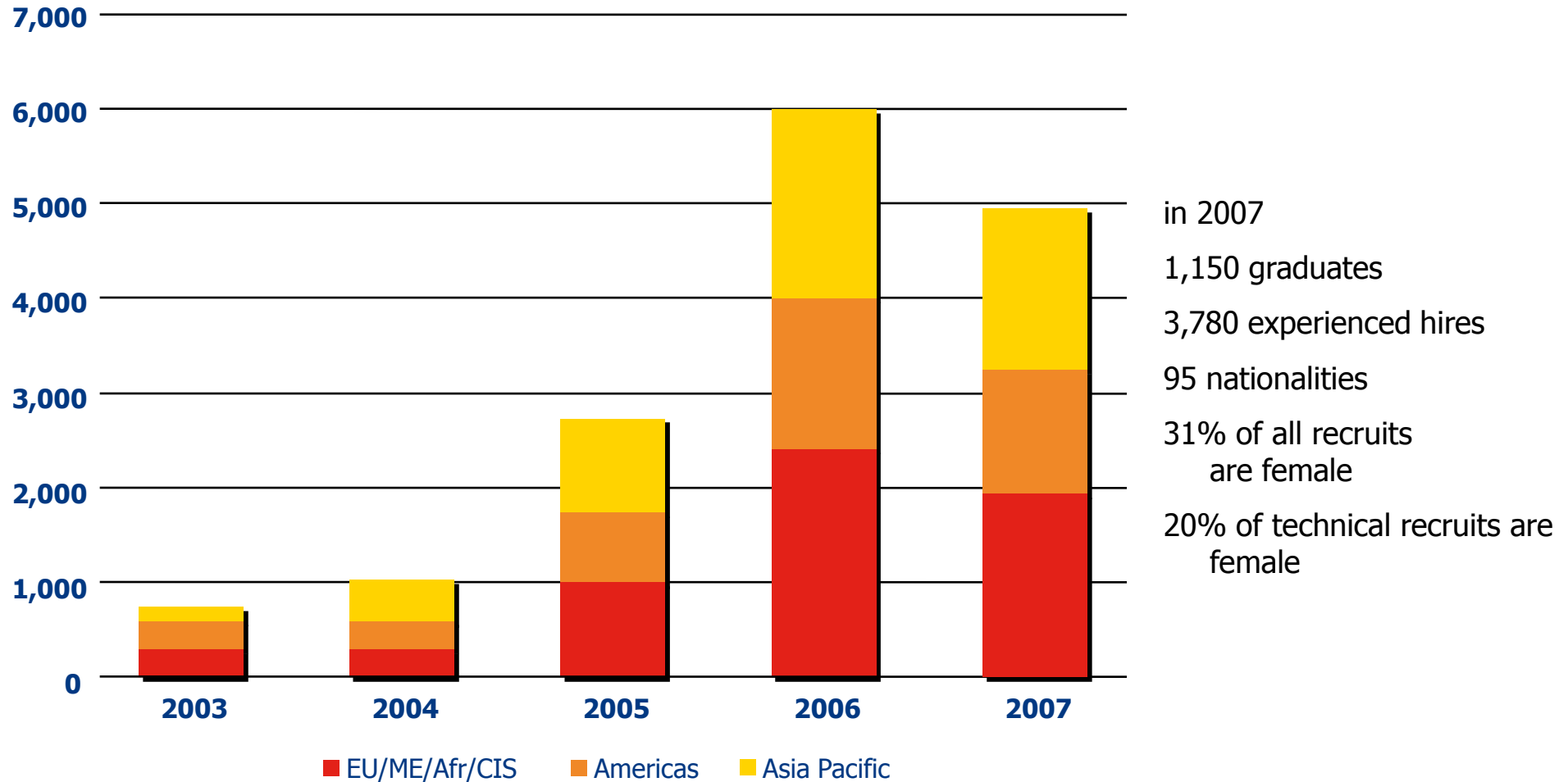


UK	8,000
Netherlands	10,000
Other Europe	17,000
Middle East, Africa, CIS, Asia Pacific	33,000
USA	24,000
Canada, Latin America	12,000
Total	104,000

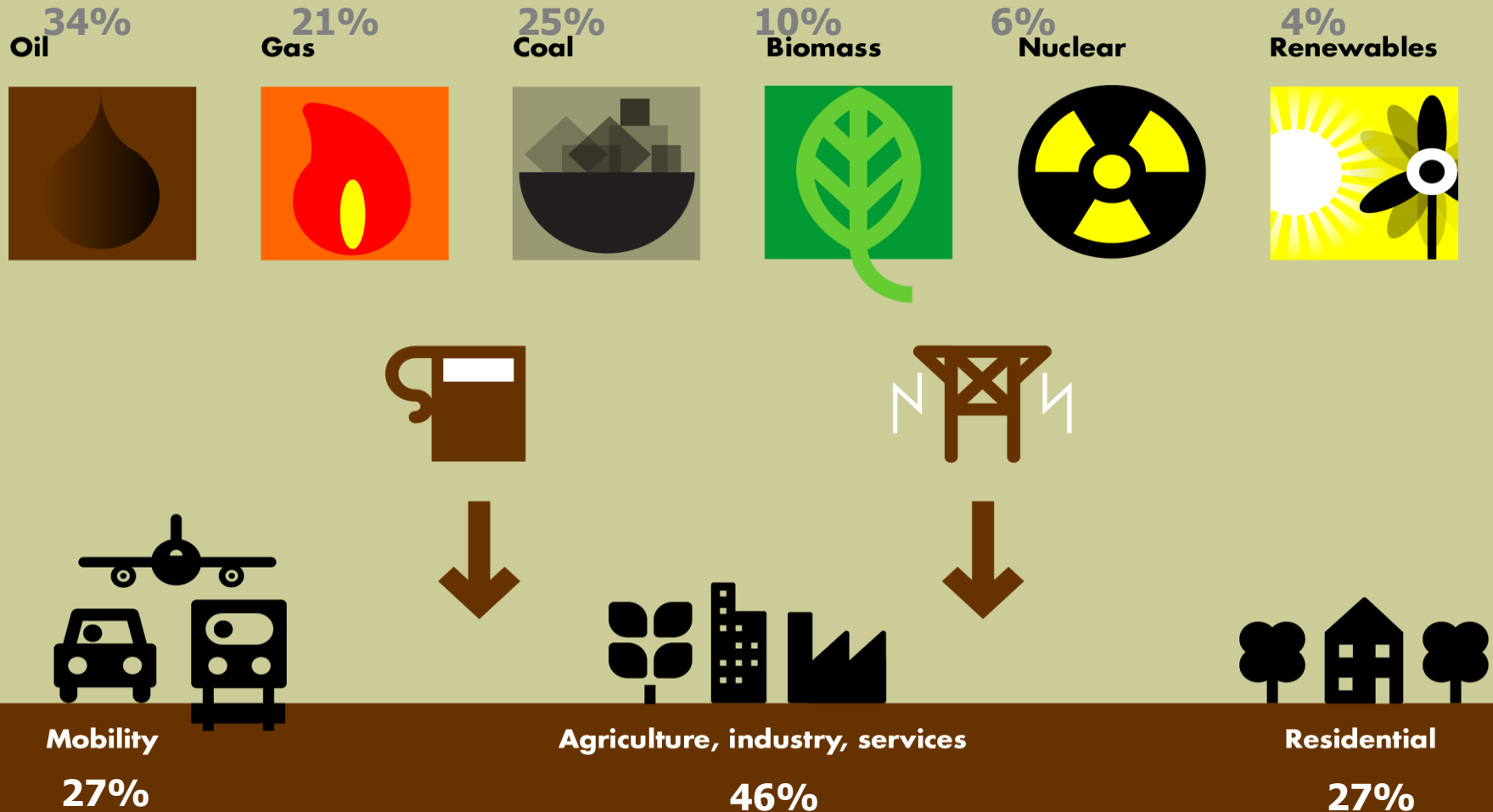
Average numbers 2007, rounded to nearest thousand

Recruiting talent

New hires



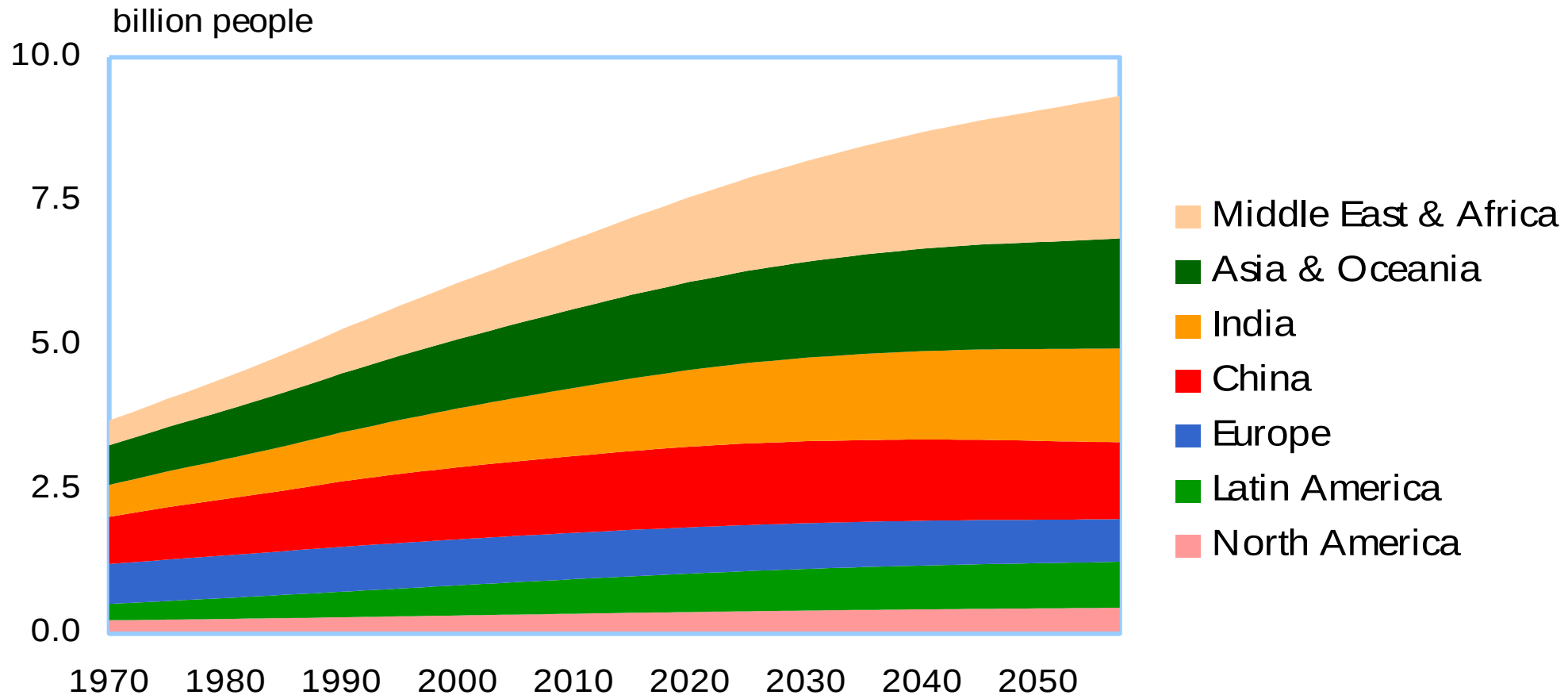
The energy system today sets the context for the future



Three Hard Truths

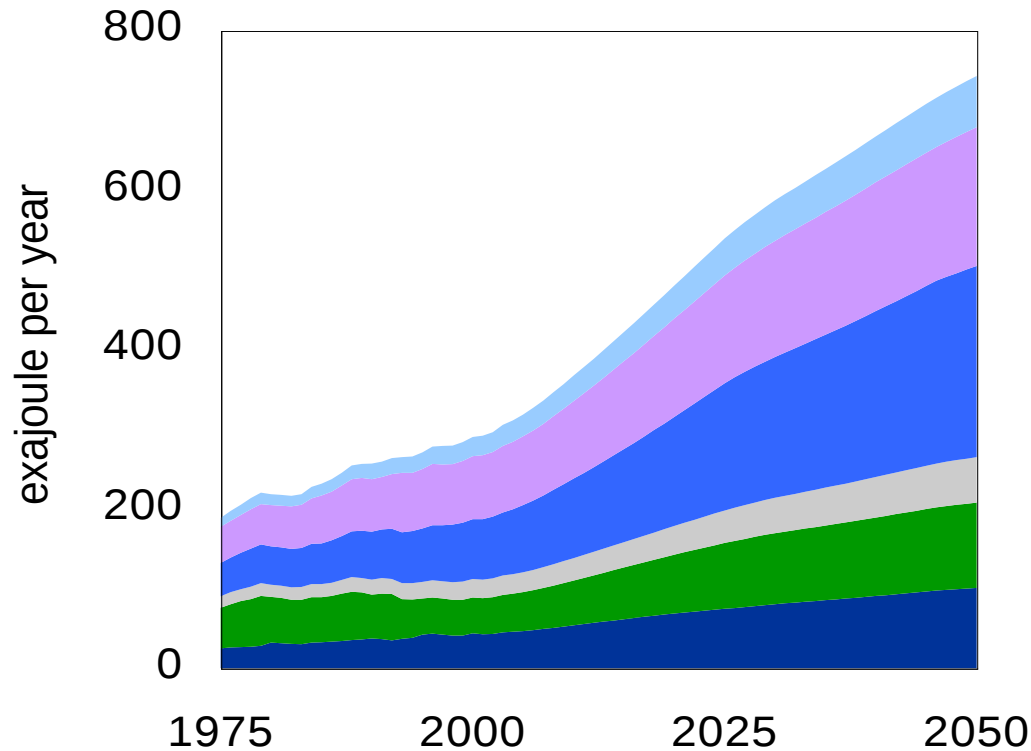
- **Surging energy demand**
- **Supply will struggle to keep pace**
- **Environmental stresses are increasing**

Increasing population is a key driver of energy



If these patterns continue, energy demand is set to increase dramatically

"Business as Usual" energy consumption by sector



■ Heavy industry

■ Services

■ Residential

■ Agriculture & other industry

■ Transport

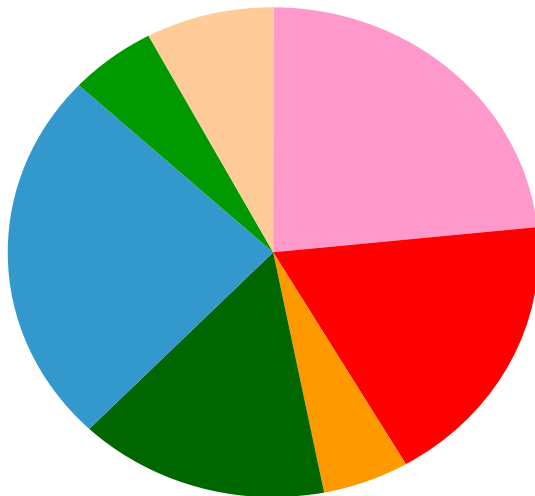
■ Non energy use



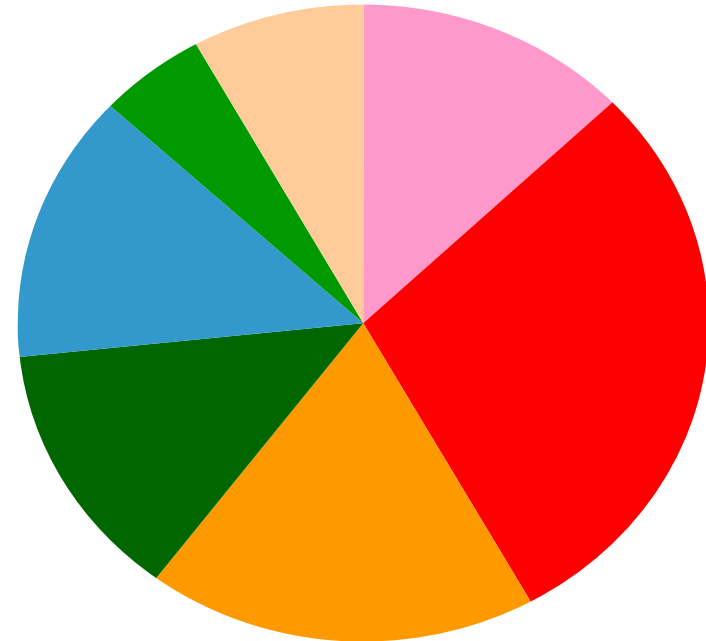
In a “business as usual” world, CO₂ emissions would rise dramatically

Total direct CO₂ emissions from energy per year

2007 = 28 gigatonne



2050 = 65 gigatonne



North America

China

India

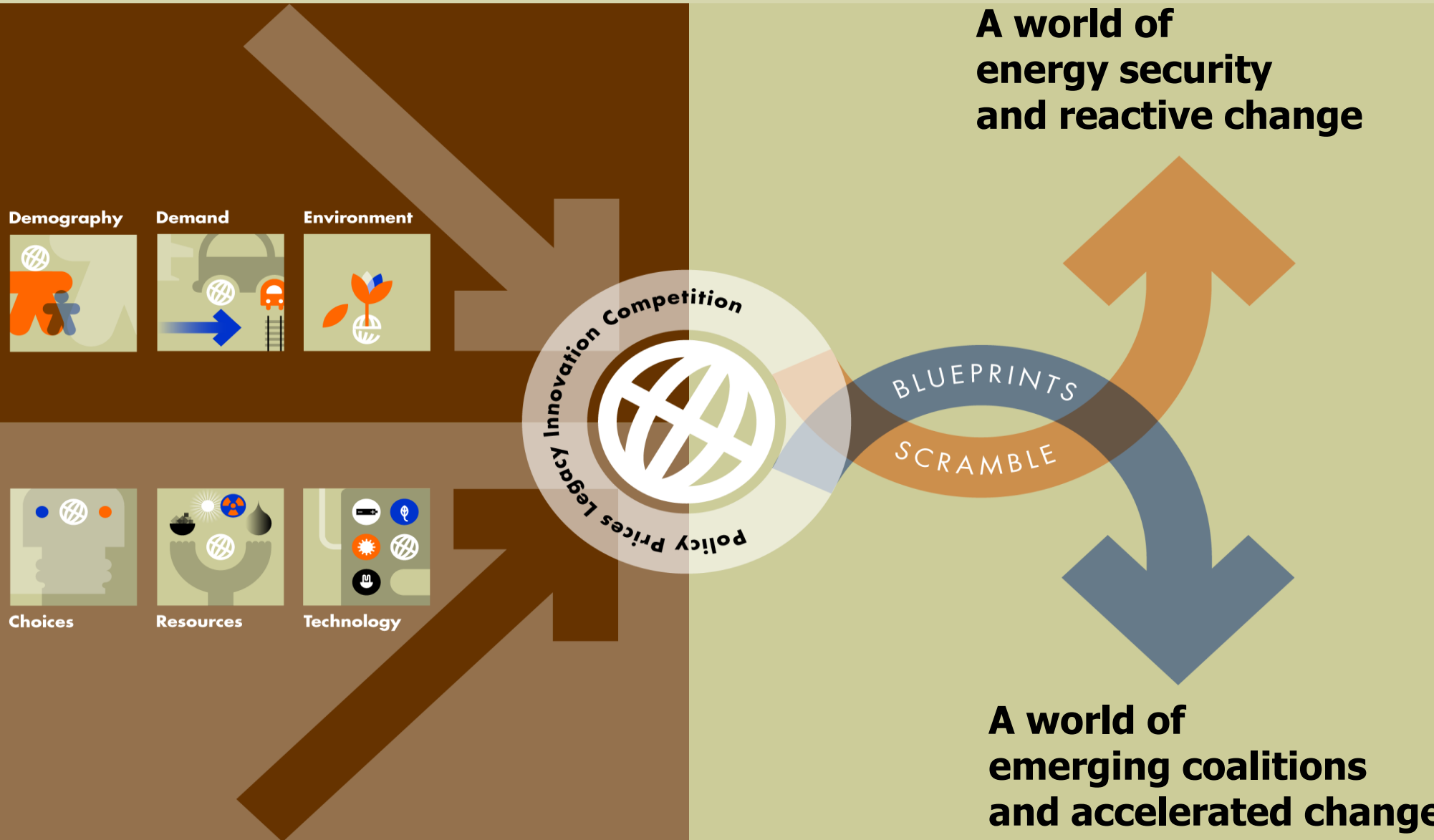
Asia & Oceania

Europe

Latin America

Middle East & Africa

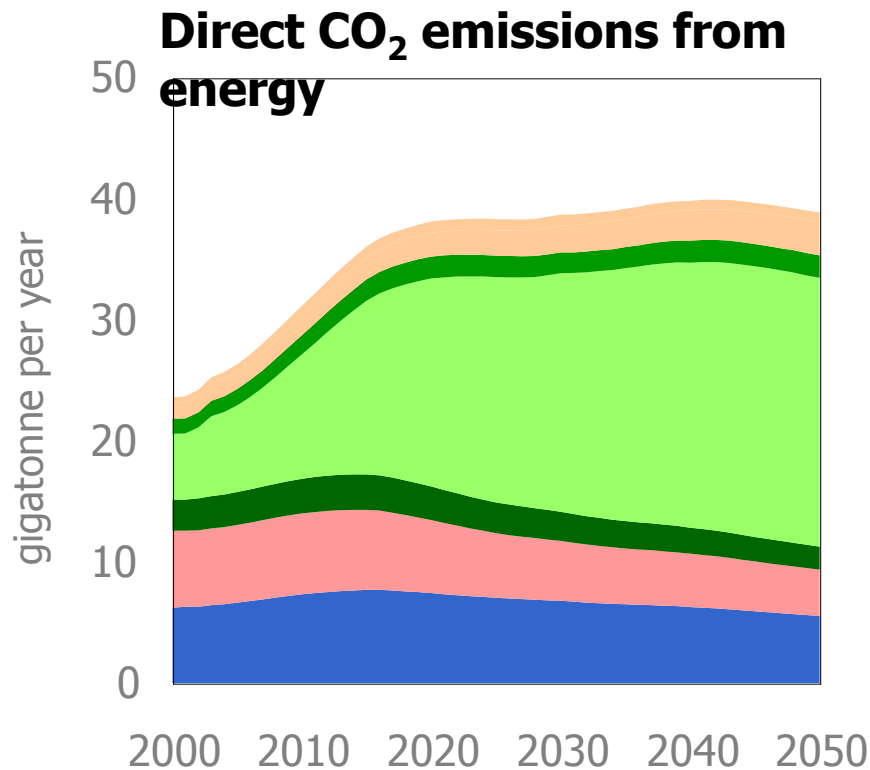
Shell energy scenarios help us to imagine alternative futures



Implications for direct CO₂ emissions from energy



Scramble - Late reactions



North America

Europe

Asia & Oceania - Developing

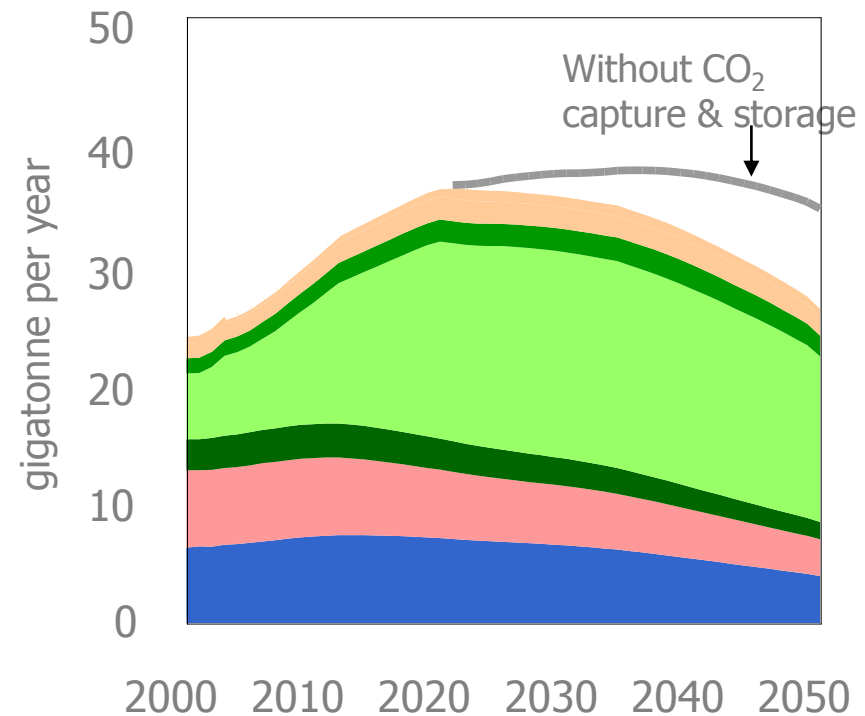
Asia & Oceania - Developed

Middle East & Africa

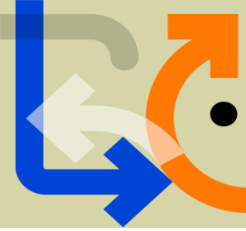
Latin America



Blueprints - Early actions



In summary



- The three hard truths are very hard
- Transition is both inevitable and necessary
- Technology plays a major role, but no silver bullets
- Political and regulatory choices are pivotal
- The next 5 years are critical

Tackling all three hard truths TOGETHER is essential for a sustainable future

Rekruttering

- Trenger nå, mer enn noen gang tidligere, kreative høyt utdannede folk
- Talent har alltid vært mangelvare - må lete over hele verden
- Ess med universelle kvaliteter
- Lønn – stort sett lik, utfordringen er å skape en global arbeidskultur kultur som tydeliggjør Shell fra andre

Rekruttering

- Vi leter hovedsaklig etter tekniske, innovative kandidater
- Tiltrekke, utvikle og beholde de beste
- Ser etter potensial for å kunne utvikle seg i organisasjonen
- Akademisk bakgrunn og CAR- Capacity – Achievement – Relationships

Norge – rekrutterings utfordringer

- Olje og gass sektor er lite populær
- Olje og gass selskaper ses på som miljø fiendtlige
- Lav ledighet, bare 1.3%. Høy lønnsvekst, sliter for å møte lønnskrav
- Sterk konkurranse i arbeidsmarkedet;
 - omtrent 100 konkurrenter i Norge
 - 71% av konkurrentene er mindre enn 6 år gamle
 - ca 9730 olje og gas ansatte i Stavanger
 - 83% av disse er ansatt av StatoilHydro, BP, ConocoPhillips og Shell.
- Passivt kandidat marked; søkere liker å sende en enkel CV direkte til selskapet og ønsker personlig kontakt
- Arbeidstilatelse/ visa krav er tidkrevende for borgere utenfor EU, mange forsinkelser

Rekruterings utfordringer i Norske Shell

- Omtrent 100 selskap innen olje og gass søker kandidater, markedet er begrenset for mange kompetanse områder
- Beholde ansatte, spesielt de dyktige er en utfordring, da små selskaper tilbyr høye! lønninger
- Mange forsinkelser for å få arbeidstillatelse i Norge

Hva vi gjør for å konkurrere:

- Samarbeid med Shell rekrutterere over hele verden
- Database søk, sosiale nettsamfunn, verve kampanjer, etc
- Alle ledige stillinger er listet på Shell.com
- Internt jobb marked, og internasjonalt fleksible ansatte
- Shells mangfolds satsning tiltrekker kandidater