

Houston, September 29, 2015

Market Comment 079

PETROBOWL 2015

Career prospects for Mexican petroleum engineers

AS A SPORTS EVENT, the outcome of the “PetroBowl 2015” was an upset. For the first time in its 14-year history, a team that was not from the United States won the annual international competition sponsored by the Society of Petroleum Engineers (SPE). Participating in prior regional contests were 103 teams from 28 countries. In the finals, there were 36 team from 7 regions.



Mexico's team won PetroBowl 2015

The contest was won by the team from Mexico's National University (UNAM). It was fitting that this year the general chairperson should be Gustavo Hernández, a petroleum engineer from Pemex who is also a graduate from UNAM.

PETROBOWL CHAMPIONSHIP CONTEST
28 SEPTEMBER 2015
George R. Brown Convention Center, Houston, TX, USA
At the SPE Annual Technical Conference and Exhibition 2015

<http://www.spegcs.org/petrobowl/>

<http://www.spe.org/atce/2015/>

<http://www.notimex.gob.mx/acciones/verNota.php?clv=346312>

http://www.ingenieria.unam.mx/paginas/Carreras/ingenieriaPetrolera/ingPetrolera_Desc.php

In this report, we do not enter into the details of the contest itself. Instead, we provide a record of a conversation that took place in Houston that same evening of the announcement of the winner. The exchange of ideas and impressions over the course of an hour was with a petroleum engineer who is a graduate of the UNAM. The conversation took a different turn from what might have been expected.

The theme of the conversation was about bright and dark sides of the institutional environment in which petroleum engineers in Mexico develop their careers. Not recognizing at first the importance of the outcome of the SPE event, I turned the conversation to the theme of global hiring, and my belief that the Pemex work environment is restricted, crimped, by the absence of employees who had been recruited from outside Mexico.

I tried to make the argument that the dynamics of the workplace would improve with a policy of global hiring. My companion, however, took a sharply different view, but not for reasons of national pride.

George Baker
Publisher

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Report titles related to recruitment, careers and retention in Pemex and PMI

Year	Topic	File #	Pages	Chart
2015				
May 11, 15	Global Hiring in Mexico's Energy Sector: Insights from OTC 2015 Continuing with a theme of earlier reports going back to 2010 about the need for global hiring in Pemex, in this report we identify the need for an HR-driven business strategy that is global in scope. Drawing on presentations and discussions during the week of the 2015 Offshore Technology Conference (OTC), we observe that Pemex continues with its strategy to focus on being the dominant player in the oil value chain in Mexico, thus leaving opportunities outside of Mexico to global competitors. The report predicts that the farm-out component of its strategy will not deliver the results that are expected.	782	14	2
Feb 02, 15	Freedom of Speech in Mexico: How does employee misconduct get reported? This report examines several dimensions of freedom of speech in Mexico, asking, inter alia, about how the lack of freedom of speech affects public policy and the performance of public servants and employees in the private sector. The report draws on personal and institutional anecdotes as well as on international indexes. The question is asked about the probability that an employee in the public or private sector would report evidence or suspicions of cartel ties by a co-worker or supervisor. A parallel question is asked about the probability that a whistle-blower could appear in Mexican society.	774	17	8
2014				
Jul 07, 14	Pemex Recruitment and Retention: Emilio Lozoya's Inner Circle This report identifies patterns of executive recruitment in Pemex, much of which is done in six-year, presidential cycles. Particular attention is given to presidential appointees and the formation of a leadership team around the Director General. Table 1 lists the members of the inner circle of Emilio Lozoya; Table 2 presidential appointees in Pemex Corporate; Table 3 takes note of a reshuffling in the Northern Region when all three asset managers were replaced. The report asks about the wisdom of seeking greater efficiency in procurement and the use of involuntary retirement as a personnel policy.	1000035	4	3

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**Report titles related to recruitment, careers and retention in Pemex and PMI**

Year	Topic	File #	Pages	Chart
2013				
Aug 26, 13	How IOCs and Host Countries Create Wealth: An Indirect Critique of Mexico's Energy Reform Proposals	10027	10	9
	<p>On August 12, 2013, President Peña Nieto proposed a new constitutional framework in which future energy policy could be developed. The PAN and the PRD also presented their frameworks, the former also calling for constitutional changes; the latter asking only for executive orders and changes in legislation. The frameworks of the PAN and PRI are deeply meditated elucidations of Mexico's oil legislation going back to 1940 and beyond. In this present report we do not examine these frameworks in detail; instead, we offer a global mirror of international practices in which they may be seen in reflection.</p>			
2011				
Oct 25, 11	Global Oil Industry Puzzled by Pemex Exec Sanctions	10018	5	4
	<p>MEI Public Policy Perspective No. 10018 provides a discussion for the benefit of the general reader about the personnel and institutional issues associated with sanctions of executives and managers at Pemex E&P and PMI. Policy Perspective reports are available at no cost from the website of Mexico Energy Intelligence® (www.energia.com).</p>			
Oct 25, 11	Public Policy Perspective No. 10019 - Qui Custodiet Ipsos Custodes? Over-reached by auditors against key Pemex staff	10019	3	0
	<p>Se trata de los efectos colaterales negativos innecesarios a sus respectivas instituciones tanto en el exterior como en el interior del país. En Estados Unidos, los ejecutivos de Pemex con mas renombre son justamente Rocio Cardenas y Sergio Guaso, conocidos por sus habilidades profesionales--amen de su verticalidad.¿Conviene a Pemex, el gobierno de Calderón y por ende el país poner en duda estas calidades en las mentes de los socios comerciales en el extranjero? Claro que no.</p>			



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