

# Welcome to our new UK Energy Update

Welcome to our Energy Update, Nigel Wright's annual in-house publication for the global oil and gas market.



There continues to be real optimism in the oil and gas industry, with most businesses expecting to increase permanent and contractor staffing levels in the next 12 months. Investment in asset development and asset improvement, as well as technological innovation emerging from the subsea and shale gas sectors, will continue to create opportunities and drive growth.

The recent referendum in Scotland did, however, bring to the fore concerns about the future sustainability of the North Sea industry. Issues such as low levels of production, high operating costs, the demand for new wells and the need for further government investment and incentives, continue to be hotly debated. On page 8 Bond Dickinson's Richard Cockburn explains why greater collaboration between companies based in the UK's 'two North Easts' is key to future prosperity.

In other oil and gas hotspots like the Middle East, markets remain buoyant. However, an evolving competitive environment alongside an exacerbated and insecure political situation, are challenges businesses operating in the region are now encountering on a daily basis. Alderley PLC's Middle East director Adrian Phillips gives us his view on the market on page 4.

Talent scarcity and remuneration are issues that remain high on the agenda for oil and gas businesses. Increased competition for the best people has led to rising salaries, forcing many companies to be

more creative in attracting the best people to give them a competitive advantage. The results from our UK Oil and Gas industry salary survey on page 11 highlight that although financial rewards remain important, there are in fact a range of other benefits such as training and career development that are increasingly attractive to candidates.

With the shift in focus towards attracting talent based on non-monetary factors, the employment brand has returned to the fore of recruitment strategies within the oil and gas sector. During the last 12 months Nigel Wright has instigated numerous recruitment campaigns (like the one on page 12) where we have gone to market by selling a different yet compelling proposition to candidates, focused on other benefits aside from salary. Further details of our employer branding trends and how we can help are on page 14.

At Nigel Wright, we have strong industry relationships, an ever growing database of the best in-demand candidates and a growing team of consultants, all of whom have a long tenure and great experience working within the industry. We have an intimate understanding of the trends that are impacting the oil and gas industry and can advise clients on key strategic areas that go beyond the hiring process.

We hope you enjoy reading our Energy Update and we welcome any feedback on any of the content.