

STANTON CHASE

# Natural Resources & Energy



**Natural Resources and Energy Practice**

# STANTON CHASE

Stanton Chase is a global leader in executive search and leadership consulting with extensive experience across numerous industries and functions.

Established in 1990, Stanton Chase is a leading global executive search firm. With 350 expert consultants in over 70 offices across 45 countries, Stanton Chase is unique in the field of executive search, offering clients the global reach of one of the world's ten largest executive search firms, complemented by the industry expertise and personal relationships usually reserved for small boutique practices.

Our offices worldwide boast more than 350 senior consultants with unparalleled knowledge of their markets. Our specialists have a thorough understanding of our clients' industries, organizational and corporate cultures, competitive landscapes, strategies, and value propositions.

Strong collaboration and lasting relationships between our senior consultants ensure continued access to world-class candidates for our search engagements.

Internationally renowned research firms continuously rank Stanton Chase among the top executive search firms in terms of reputation and market share.

All of our consultants have extensive experience and key relationships in the industries in which they serve.

They are organized by industry and function to work as a seamless unit to understand client needs, analyze talent landscapes, and ensure an expeditious search process for each and every engagement.

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**Over 70% of our work comes directly from long-standing clients. We nurture relationships with clients and candidates through knowledge, ethics, professionalism, our consultative process, and our commitment to assembling world-class leadership teams.**

## Natural Resources & Energy

The Natural Resources and Energy Practice Group serves one of the most important and dynamic market segments in the world today. Business in the fast-changing Energy economy faces constant change. Leadership and vision are now more important than ever. Technical skills alone are no longer sufficient. To make sense of the complexity they face, leaders need to synthesize lessons learned from the past and create viable strategies and sustainable advantages.

The world energy map is changing. Every global player, established domestic leader, emerging independent producer with an international footprint, or even a fast-growing state-owned enterprise must understand and take advantage of the corporate and technical options available.

Competition for the best top leaders is increasing. The global pool of top executives is limited as more is being demanded of them and the best are in high demand. At the same time, leaders are evaluating corporations just as much as corporations

are evaluating them. The best executive leaders are being much more selective and careful. Global searches are the new norm. Client organizations are looking for the best person for the role, wherever that person may be located around the world. This also means that cultural suitability and fit are critical factors in selection.

With a highly experienced global team of industry experts in all regions of the world, each Stanton Chase partner has a deep understanding of the complex and dynamic natural resources and energy industry. Our consultants bring significant personal experience from managing complex domestic and international client search engagements, as well as from their previous operational business experience. We have successfully completed client assignments from Board Directors, CEOs, executive leadership and senior management positions in all functional areas including Finance, Operations, Engineering, Exploration, Marketing and Human Development.



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Each Stanton Chase partner has a deep understanding of the complex and dynamic natural resources and energy industry.

# STANTON CHASE

Stanton Chase focuses on client service priorities from each of the world energy capitals and from critical emerging markets. With our deep knowledge of local and regional markets, we serve client needs around the world in seven distinct sectors:

- **Upstream** – Exploration & Production
- **Downstream** – Refining, Distributing & Marketing
- **Midstream** – Gathering & Processing
- **Mining** – Coal, Metals, Aggregates & Transportation
- **Oilfield & Mining Services** – Oilfield Services, Construction & Consulting
- **Utilities** – Electricity, Gas, Water
- **Alternative & Renewable Energy** – Wind, Solar, Geothermal, Hydropower, Biomass

Regardless of the size and corporate culture of your business, we have the knowledge and experience to provide the outstanding leaders you need. Our industry expertise, professionalism, integrity and hands-on approach enable us to maintain credibility with clients, candidates and industry leaders worldwide.

Stanton Chase helps clients make their most important decisions, to select their senior leadership and deliver on their capital and operating goals. We help our clients compete successfully for the best business leaders around the world.

For more information about the Natural Resources and Energy Practice at Stanton Chase, visit: [www.stantonchase.com/industry-specializations/natural-resources-and-energy](http://www.stantonchase.com/industry-specializations/natural-resources-and-energy).

We welcome the opportunity to be of service to you.

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## Foundation of Success

### Stanton Chase delivers commitment

More than 70% of our business is derived from repeat business with existing clients. We attribute this to the successful, long-term relationships we have forged with our clients.

### True partnership

We consider our relationships with clients to be partnerships. Our senior consultants with the necessary subject-matter expertise interact closely with our clients to execute all searches with precision.

We offer our clients the benefits of a global firm, while we are locally structured to act and operate as a boutique. Extensive immersion is our policy – we get to know our clients in depth, becoming as familiar as possible with their culture and industry.

### Candidates that fit the corporate culture

Our client relationships are not standard business relationships. We are our clients' trusted partner and understand their specific problems, as well as their business and culture, ensuring the selection of the best candidates with the best fit.

We identify the most important factors for success within an organization, involving the senior management team to identify the critical leadership practices. Then we go into great depth to analyze and understand each candidate – not just their past performance and track record, but also their character, background, and personality.

The result is fit-for-purpose leaders who are successful and loyal.

### Full transparency

We realize that clear and open communication is paramount in our relationships. To avoid any potential misunderstandings and surprises, we proactively provide clients with complete transparency throughout the entire search process, ensuring the largest measure of integrity, honesty, confidence, and trust.

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**“Stanton Chase has a true understanding of my business; they are an extension of our culture.”**

## Our Unique Process

### Consultative approach

Each engagement begins with in-depth interviews with key stakeholders. A position description is developed to identify the requisite experience, technical skills, and critical leadership competencies necessary for top performance.

Once finalized, we use this position description, along with an agreed-upon search strategy, as the foundation for the search. We are in constant communication with the client throughout the entire process, providing insights and analytics for benchmarking.

### Talent attraction

Each engagement is customized and uses current research to identify suitable candidates. Our local consultants interact with the candidates in person, taking the utmost care to attractively present the opportunity to the best candidates. In this way, we are able to attract the best potential talent to perfectly fit the position.

### Access to top talent globally

Our offices and partners worldwide give us the ability to access top talent across the globe.

### Talent assessment

In-depth, face-to-face interviews enable us to further assess the candidate's level of experience, capabilities, and leadership competencies against key selection criteria in the position description. We leverage a range of assessment tools to provide better insight into a given candidate's motivations and odds for success in a specific position. Final recommendations are presented to the client, supported by detailed candidate profiles and evaluations of the candidate's strengths, weaknesses, and motivations.

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**“Stanton Chase really cares about us. They go the extra mile at every step of the process.”**

# STANTON CHASE

## Talent acquisition

With top talent at a premium, a meticulous presentation of our client's organization and the available opportunity is vital. We carefully represent our clients in the marketplace and make the available position as attractive as possible for each identified candidate.

Based on the personal relationship our senior consultant forges with each candidate, we are able to gain a deep understanding of these individuals. We take great care in ensuring a perfect match between the candidate and our client's opportunity.

## Candidate onboarding, integration and coaching

We work to understand the undercurrents of your organization and the implicit effect of policies and procedures. We identify the stewards of your corporate culture, the formal and informal influences, and the prevailing mindset of your company as an institution. This helps to ensure the successful onboarding of executive hires.

By means of early-stage engagement assessment, we make the necessary adjustments, manage expectations, and take immediate action to minimize gaps. We obtain feedback from trusted sources in order to help new team members become as effective and efficient as possible in the shortest period of time.

## Our undivided attention

Specializing in senior executives, we accept only a limited number of engagements. This allows us to avoid conflict-of-interest issues and to focus on filling these highly exacting positions. As such, we are at our best when we function as trusted advisors to our most demanding clients.

**If your company is seeking an expert consultant with the leadership skills to deliver more than just sound advice, Stanton Chase stands ready to fulfill your needs, every step of the way.**



## Nuno Moreira

Director

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Nuno is a graduate and postgraduate (ESEIG) in HR management and development and has more than 23 years of experience in HR functions in consulting companies. He has held management positions in the Bertelsmann Group, namely active learning in the area of HR consulting and management. In recent years, he has held positions in Digital Media Capital Group with development projects in digital marketing and communication, participated in several projects in international recruitment and in the area of assessment and development centers. Nuno is International Coach Certified.



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## Your Leadership Partner