



PETROBRAS

***Geoscience Workforce of the future
The Great Crew Change:
a Petrobras view***

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Executive Manager of Exploration***





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Brazil: General Information



Area : 8,5 km² (5th largest)

Population: 180 million people

GDP: 1,31 trillion dollars

GDP/capita (2007): US\$ 5,237

Petroleum Industry: 8% of GDP
16% future

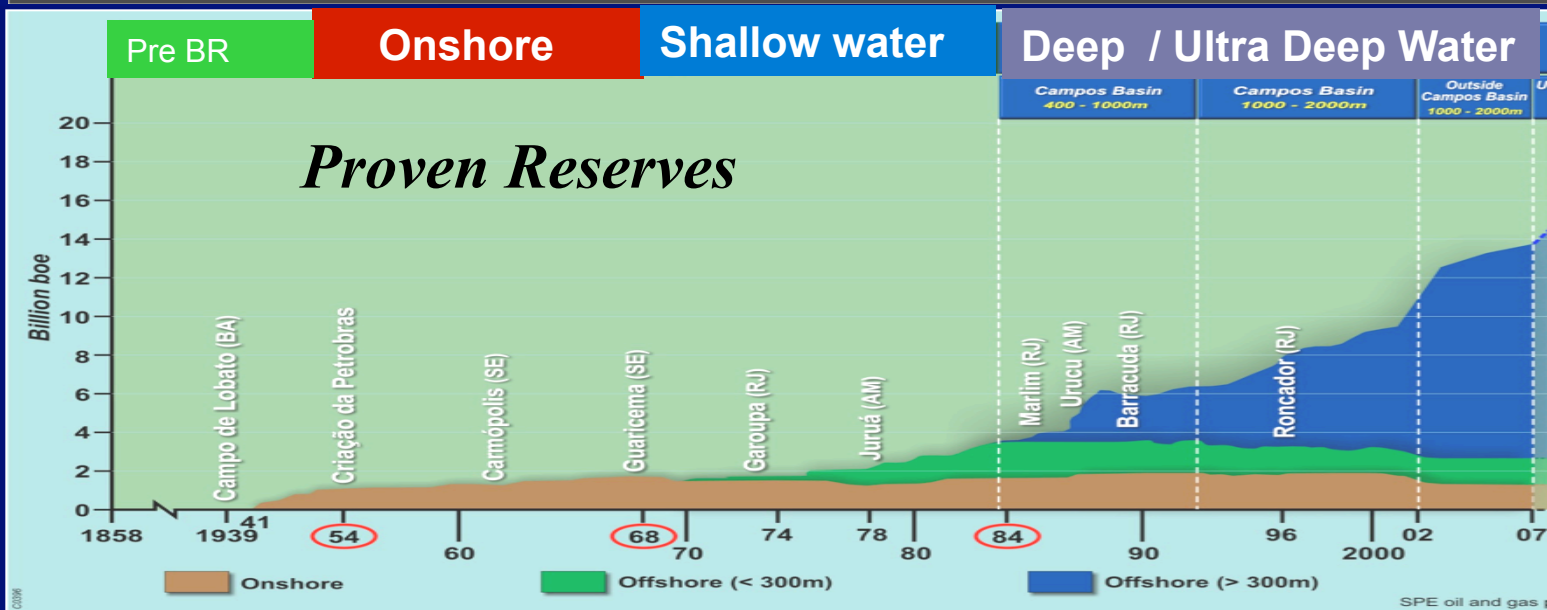
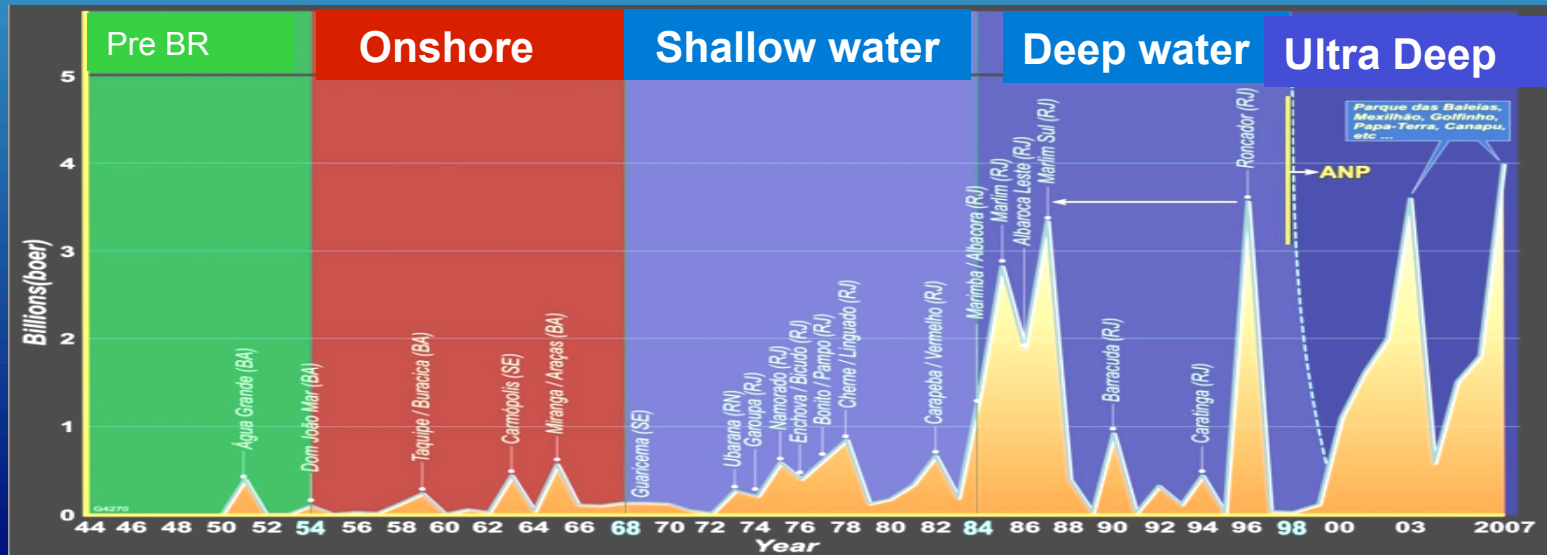
Grain Producer : World Leader
30% of the GDP





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Cycles of Oil Discoveries



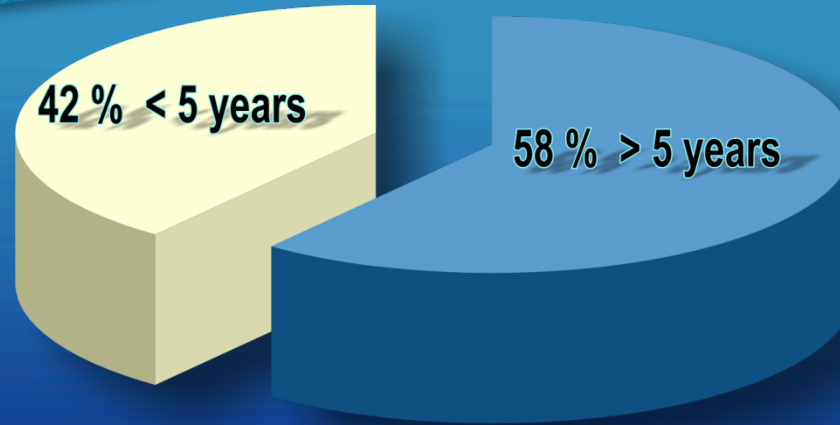
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SPE oil and gas

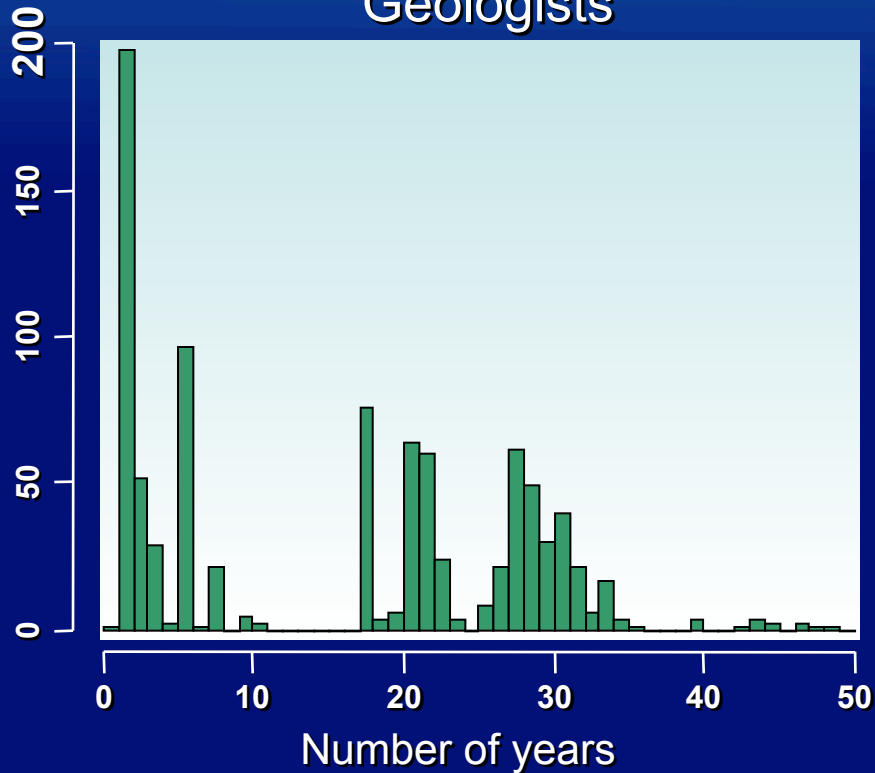


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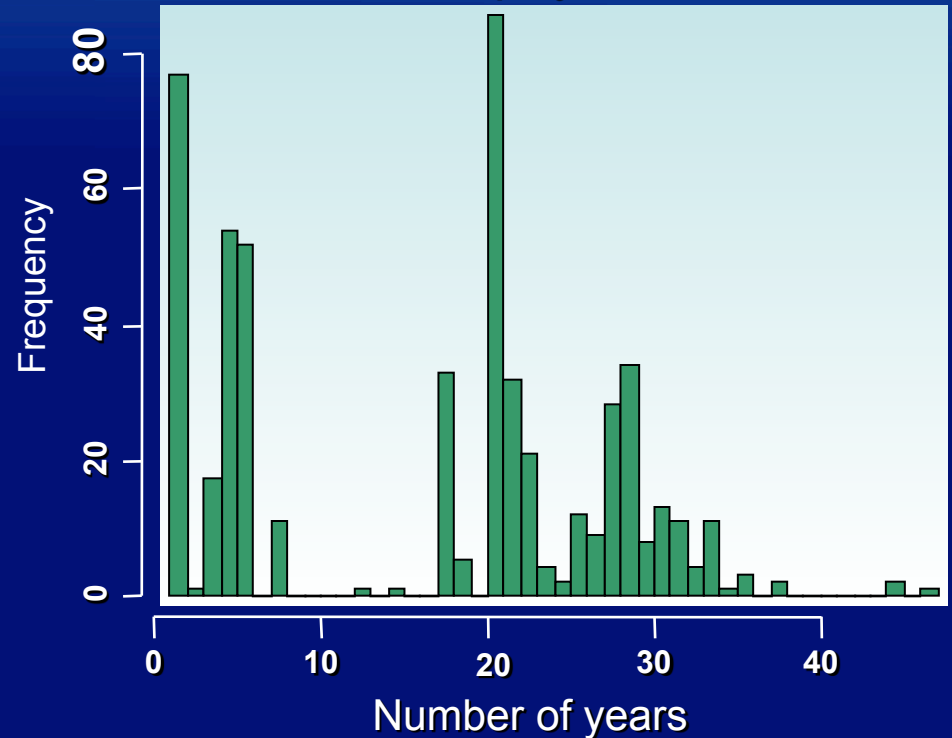
Work Force Experiência



Geologists



Geophysicists

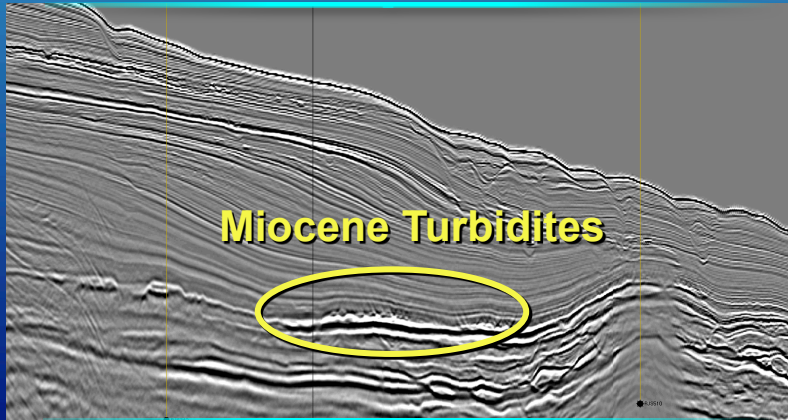




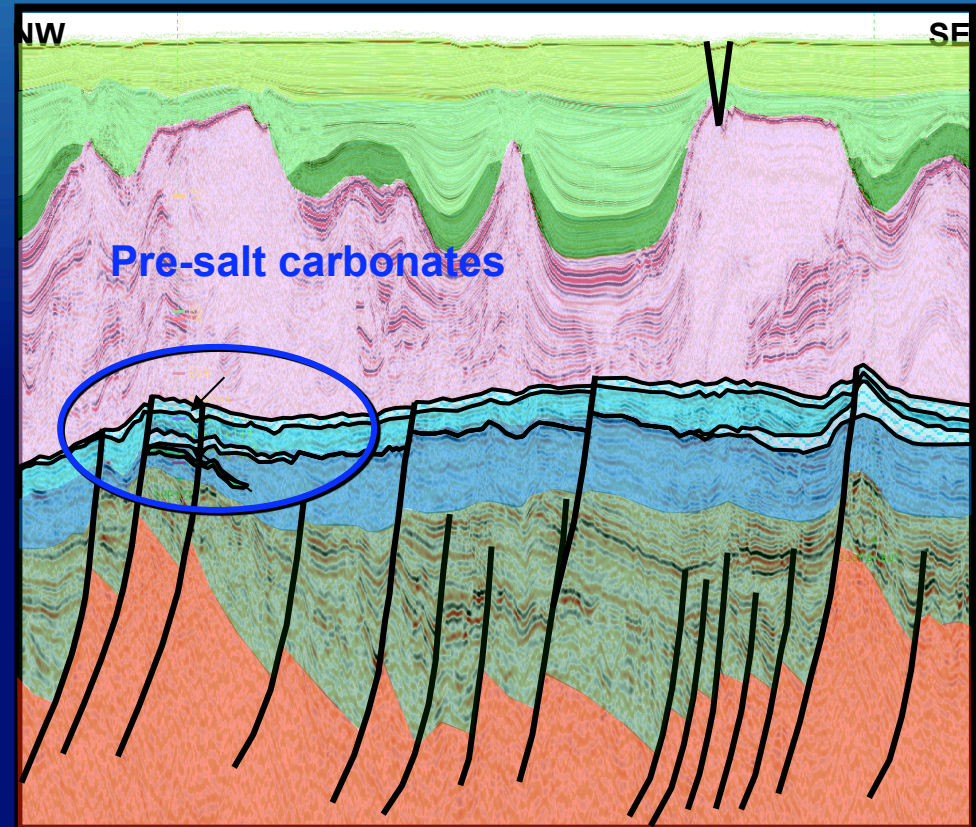
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From Turbidites to Carbonates: An Industrial Revolution in Brazil

1980's



2007

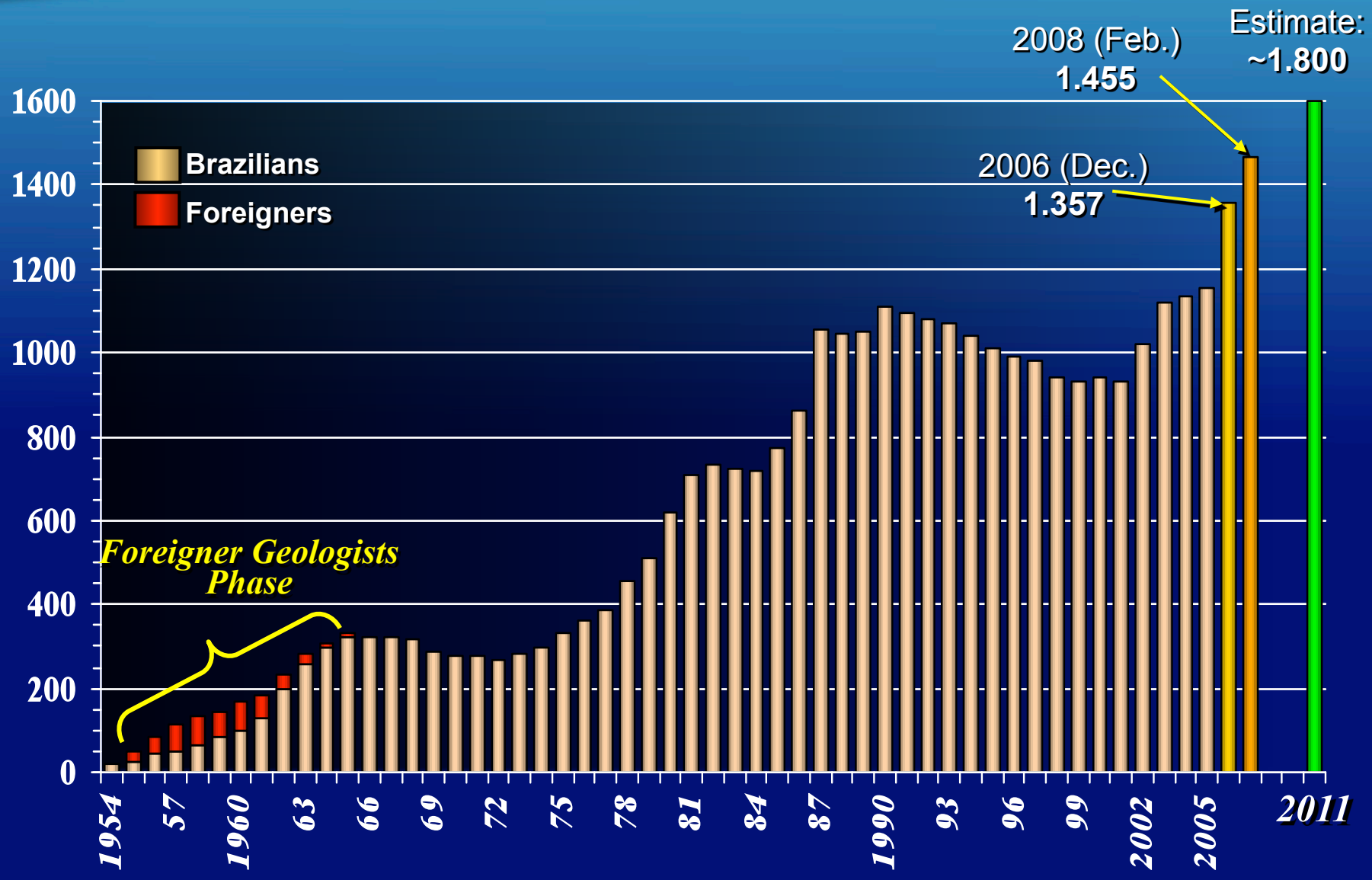


Pre-salt



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Geoscientists in PETROBRAS



- *How Petrobras has been dealing with the brain gap of the 90s in terms of knowledge management?*
 - Continuing a regular and long-term admission program
 - Maintaining the unique strong link between technological development and training
 - Promoting integrated Working groups with new geoscientists and experienced ones

- *How Petrobras has been dealing with the brain gap of the 90s in terms of knowledge management?*
 - Increasing the number of Senior Geoscientists as Mentors of the new ones with a systematic follow up of their technical evolution.
 - Helping universities to keep the students to completion: investing and supporting Universities research projects, and providing grants and scholarships for students and professors_



- *How Petrobras has been dealing with the large number of experienced professionals close to retirement?*
 - Incentives and compensation for the critical ones to remain in the Company by postponing retirement
 - Using them as instructors of Intensive training and as mentors of the newer ones
 - Contracting retired professionals as instructors for the younger generation_



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Petrobras/E&P-Exploration



Thanks



- *How Petrobras has been attracting and retaining new professionals to the Company?*
 - A long-term career
 - Intensive training
 - A Challenging and friendly working environment
 - Benefits and Fringe Benefits: medical assistance, retirement plans, family educational support
 - Petrobras significance for Brazil - A National symbol of Brazil development



- Geology Course in Brazil started in 1957 sponsored by Petrobras
- A political decision to build a National Company to find petroleum to supply energy demand
- Petrobras strong link between technological development and Training