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Expedited Country Startup With A Large Scale Mobilization Of CO₂ And H₂S Equipment And Services For A Major Oil And Gas Company In Latin America

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The Challenge

- Mobilize 10 offshore packages of CO$_2$ and H$_2$S protection equipment
- Develop safety professionals
- Time frame: 90 days
The Situation

Canada
- No legal identity in Brazil
- No prior experience in-country
- Friendly trade relations
- Brazil Task Force formed composed of multicultural senior executives

Brazil
- Establish a local company
- Strict shipping and importation requirements
- Required third party certification of local content compliance
Brazil’s Local Content Requirements (LCR)

National Petroleum Agency (ANP) sets LCR
Increase the local content in the sales of suppliers for Oil and Gas companies and stimulate the competitiveness of the supply chain.

- LCR based on percentage of local inputs;
- Required third party certification of Local Content
- Audit of Local Content reports;
- No “sunset” provisions

Operator required a minimum of 60% local content at project launch.

In 2013, ANP issued new simplified rules for local content certification.
Brazil’s Importation Requirements

Government requires Ambient of Registration and Tracking of Activities of the Customs Agents (RADAR) License.

- A RADAR license grants access to the Integrated System of External Commerce (SISCOMEX) system.
- SISCOMEX integrates registration, follow-up and control of every foreign trade operation through a computerized flow of information.

Brazil prohibits imports of virtually all used consumer goods.
Equipment Mobilization Process

1. Order equipment from manufacturers, fabricate in-house equipment, and assemble the required systems.

2. Prepare documentation for shipping and logistics.

3. Equipment certifications and traceability documents.

4. Secure importation license.

5. Shipping Process.


7. Installation of equipment on offshore sites.

Order equipment from manufacturers, fabricate in-house equipment, and assemble the required systems.

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Shipping Process.

Clearance Process.

Installation of equipment on offshore sites.
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Equipment Mobilization Timeline

- Equipment Assembly Process (30 Days)
- Customs and Importation Process (60 Days)
- RADAR License (7 Days)
- Airlift (5 Days)
- Document Modification (14 Days)
- Customs Clearance (14 Days)
Mobilized and installed comprehensive range of safety equipment including:

- Over 3,000 Breathing Apparatus
- Multiple Breathing Air Compressors
- Hundreds of Cascade Racks (4,500 psi) and related breathing air distribution lines and manifolds
- Over 30 Full Fixed Gas Detection Systems (H₂S and CO₂)
Personnel Recruitment, Training and Mobilization

Mobilized at project launch:
• Two Portuguese-speaking Angolan supervisors
• Seven Portuguese-speaking Angolan Safety Technicians
• 18 Brazilian Safety Technicians

Angolan supervisors conducted:
• New Hire Training Program
• Ongoing OJT and Mentoring
• Monitoring and Quality Control
• Total trained: 34 local nationals.
Nationalization Program

1. Recruitment & Onboarding
   - Local National
     - Initiate local recruitment & selection initiatives
     - Initial Training - Local company orientation & induction
     - On-the-Job Training - Local operations/systems processes
     - Development Training - Local job enrichment activities
     - Local leadership development

2. Technical & On-the-Job Training
   - Head Office & Technical Training Center
     - Canadian Petroleum Training Program
     - Industrial operations OJT training program
     - Equipment/shop QA/QC systems/training program
     - Equipment maintenance certification courses
     - Problem solving
     - Cultural training
     - Sales development

3. Knowledge Transfer
   - Local National
     - Career Development
     - Assume local leadership/management roles
     - Transfer knowledge - leading and developing local workforce
     - Replace expats (as applicable)

   - Global
     - Career Planning
     - Leadership & Management Development through strategic international assignment
     - Continue company & industry specific technical & practical development
     - Global Workforce
     - Multi-disciplined and multinational core
Results

Safety Technician Nationalization

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- Angolan Nationals
- Brazilian Nationals
Conclusion

Improved operator’s production efficiency levels by developing human infrastructure
• Angolan supervisors ensured that local national personnel maintained performance standards through on-the-job training.

Established Quality Control standards
• Customized Quality Management System (QMS) into a localized QMS and implemented in the trainings.
• Quality control checks by establishing an auditing process.
• Engaged with operator to obtain objective feedback.
Works Cited


Thank You / Questions

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