

Personal Details

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Work Experience

With This Is Petroleum Systems LLC:

2015-Present: This is Petroleum Systems (Fredericksburg)
Director and Founder. This Is Petroleum Systems – t!Ps™ – believes the Industry can find and produce more oil & gas and lower unit costs by basing decisions on a better understanding of how the Petroleum System works. Petroleum Systems Analysis (PSA), employing its key enabling sub-discipline Fluid Systems Analysis (FSA), blends geology, organic geochemistry and numerical simulation – often referred to as 'basin modeling' – into a holistic and quantitative understanding of how the system works. In other words how did the petroleum find its way from a source rock to the accumulations where we find and produce it. t!Ps™ aims to enable, advance and promote Petroleum and Fluid Systems Analysis as core Geoscience skills, to benefit E&P businesses.

To do this t!Ps™ will:

Enable People – educate generalists, experts and leaders
Define Direction – identify technical gaps or weaknesses and develop new Tools
Deliver Results – perform Studies, both business and research

t!Ps™' proposition is two-fold:

For the individual geoscientist – broaden your skills and help your team succeed in the increasingly tough exploration and production challenge by understanding the Petroleum and Fluid System better
For the E&P business – improve overall portfolio evaluation and opportunity selection by understanding how the Petroleum System controls Volume, Risk and Value in your opportunity set; focus time and money on the right Petroleum Systems problems.

With BHP Billiton:

2015: BHP Billiton Petroleum (Houston)
VP of Geoscience. Returned to Functional role, leading 5 teams and 70-80 people, including additional responsibility of representing Geoscience on the Petroleum leadership team.

2014-2015: BHP Billiton Petroleum (Houston)
VP of Unconventional Exploration – led 30-40 staff in three teams: Global, North American, and Gulf Coast. Developed a play-based approach to acreage evaluation linked to engineering and economic evaluation, leading to acreage capture and exploration drilling. Led Unconventional Global Endowment study that informed BHPB's stance on Unconventionals. – presented at AAPG Melbourne.

2012-2014: BHP Billiton Petroleum (Houston)
VP of Geoscience, reporting through the Exploration Leadership Team. A functional role overseeing People, Process / Best Practice and Assurance across all of Petroleum's ~300 Geoscientists in Exploration, Development, Conventional and Unconventional Production. Also, led teams providing expert technical skills to these businesses. Introduced new Graduate Hiring Program; Exploration Volume, Risk & Assurance process; new technical methods and models for Conventional play, prospect and segment evaluation in E&P; and Unconventional Reservoir evaluation workflows. As part of the ELT, decisioned BHPB's acreage acquisition, disposal and drilling strategy. Represented Petroleum on the Group Global Geoscience Forum and TR&D Steering Committee - organizations designed to leverage common geoscience and technology innovations between Petroleum and the Minerals businesses.

With Hess Corporation:

- 2010-2012: Hess Global Exploration New Ventures (Houston)**
Director of New Ventures (caretaker VP 11/2009-4/2010). Integrated and expanded the previously separate global conventional and unconventional teams to its current structure of 25 people in four managed teams; additional leverage is obtained by collaborating with regional operational offices in joint projects. Developed unconventional Play screening approach and subsequently performed screening analysis of unconventional opportunities worldwide. Play Fairway projects in high-graded basins are now being used to position Hess for opportunity access in both conventional and unconventional plays, following recommendations to, and buy-in from, Hess E&P Leadership Team. I work with multi-disciplinary teams to negotiate with NOCs and IOCs to access via farm-in, JSA, acquisition etc. In 2010 I led a subsurface team to support HQ in 2 Corporate M&A evaluations.
- 2008-2009: Hess Global Basins and Plays (Houston)**
Manager, Global Basin and Play Analysis. Team delivered global technical and economic screening evaluation of conventional potential in 781 global basins. Achieved in 20 months vs. target of 3 years. Defined 6 year forward plan for new basin / play access.
- 2006-2008: Hess Corporate Headquarters (New York)**
Senior Advisor to President of Exploration and Production. Advised E&P President John O'Connor and Chairman John Hess on competitor analysis, bid strategies on conventional and unconventional exploration opportunities; and on exploration strategy and process. Developed a wider appreciation of the E&P business by attending Exploration & Production Leadership and Hess Leadership Team Meetings. Made presentations to Leadership Teams, and to Board of Directors, on multi-10's - 100's million \$ exploration ventures.
- 2004-2006: Hess Exploration Leadership Team ELT (Houston)**
The role of Manager, Global Geology combined the functional (technical and people) role of Chief Geologist for Exploration and Production with business leadership on the global ELT; with joint responsibility for technical assurance of all exploration opportunities brought to the ELT. Designed and introduced "Risk Matrix" and Play Analysis to improve prospect risking. Initiated Hess Technical Networks in 2004 and jointly initiated College Hiring Program in 2005. Fostered training and hiring programs. Concurrently continued to build and manage Petroleum Systems Team.
- 2003: Hess Global Exploration (Houston)**
Senior Geological Advisor, Global Petroleum Systems (Houston) Responsible for building a Petroleum Systems "Distinctive Technology" capability, including proprietary reservoir porosity prediction and column height prediction models. Built / hired a Petroleum Systems team and trained Hess E&P staff via internally-developed classes.

With BP:

- 2002-2003: BP Exploration & Production Technology Group EPT (Houston)**
Recognized as Exploration Advisor within new Advisor Program - the first to be recognized as such in the EPT Geoscience community.
- 2001-2003: BP Upstream Technology Directorate (Houston)**
Appointed to Global Exploration Excellence Team, an independent body tasked with global assurance of risk and volume profiles for play fairways, prospects and wells across BP's global community of Exploration Business Units. Designed BP's Risk Matrix designed to balance "top down" and "bottom up" aspects of risk assessment. Aided evaluation of global New Venture opportunities; and co-operative ventures (e.g. Pemex).
- 2001-2002: BP Learning and Development Organization (Houston)**
Led team to develop BP's Global "21st Century Geoscientist" training class in Petroleum Systems – one of only four classes developed internally to leverage BP's internal technical strengths.
- 1999-2003: BP-Amoco Upstream Technology Group (Houston)**
Following the BP-Amoco merger, integrated the disciplines of geochemistry and basin modeling into one Petroleum Systems discipline. Founded and became the first Leader of the Petroleum Systems Technical Network. Responsible for promoting common best practices and workflows within a global cross-Business Unit community of 30 staff. For discipline health, worked with Line Management for hiring and staff assignments.
- 1998-1999: BP Exploration (Houston).**
Appointed Leader of BP's global Geochemistry Technical Network (concurrent with Gulf of Mexico role).
- 1994-1999: BP America - Gulf of Mexico Exploration, Appraisal and Development (Houston).**
Resident Petroleum Systems Analyst. Worked initially in team supporting regional and lease sale evaluations, exploration, appraisal and development drilling, etc. Introduced multi-dimensional basin modeling to the Gulf of Mexico, which was to become a critical tool for understanding quantitative charge, pore pressure, and seal evaluation. Concurrently, worked within a multi-disciplinary regional team tasked with delivering a new understanding of how the deep-water basin worked. This led initially to the play-opening discovery at Neptune and ultimately to BP's dominance in finding the large fields in the then emerging Sub-Salt Play. Led "Three Giants" initiative, designed to optimize BP's exposure to large (>200mmboe) discoveries. Thunder Horse was high-graded in this initiative. I also took part in BP's wider Americas New Ventures evaluations in Venezuela, Colombia and Brazil.

- 1991-1994:** **BP Exploration Frontiers International (Jakarta, Indonesia).**
Resident geochemist / basin modeler, Lombok-Kangean area of East Java Sea. Latterly led team of BP and contract staff in regional gas yet-to-find evaluation of East Java Sea and other Indonesian basins.
- 1991:** **BP UK Exploration Commercial Team (Glasgow, Scotland)**
Commercial Analyst responsible for UK Sector prospect valuation and portfolio analysis
- 1990:** **UK Exploration Regional Team (Glasgow, Scotland)**
Regional evaluation of UK North Sea and Western Margins; Common-risk segment mapping: Prospect Risk / Volume Inventory and Yet-to-Find analysis.
- 1989-1990:** **Global Exploration (London/Glasgow)**
Co-edited BP's "Petroleum Geoscience Handbook", a reference volume in eight chapters describing the value chain from frontier exploration through to production and reserves growth.
- 1987-1989:** **Research Center, Geochemistry Branch (Sunbury, UK)**
Carried out R&D into fundamentals of petroleum generation and migration and basin thermal history. These models have since been incorporated into industry-standard modeling software and workflows and are still current.
- 1985-1987:** **Research Center, Geochemistry Branch (Sunbury, UK)**
Delivery of Geochemistry and Basin Modeling Technical Service projects, integrated on-site at BP operating offices (including France, Norway, Australia, Ireland, Indonesia).
- 1983-1985:** **BP Exploration (Guangzhou, China)**
Well site geology, exploration prospect generation, regional geology and License Round evaluation, Pearl River Mouth Basin.
- 1981-1983:** **BP Petroleum Development Pakistan Ltd. (Karachi, Pakistan)**
Field work, prospect generation, regional and well site geology in Kirthar Fold Belt and Indus Basin

Skills:

Technical: well-rounded professional with 36 years' experience in numerous exploration roles ranging from frontier basin analysis to exploration, appraisal, development and production drilling. During my earlier career I focused on the skill area of Petroleum Systems. Although until recently I had not personally practiced in this field for over a decade, I am still recognized globally for it and now am returning to this 'unfinished business' in my new venture at t!Ps™. During the last ~15 years I have focused on the broader "how to" of meshing sound technical work with the Business goals of Volume, Risk and Value assessment, latterly in the field of Unconventional Resources.

Interpersonal: I believe deeply in the linkage between good financial and technical decisions and am passionate about Geoscience. I am naturally dynamic and energetic, on one hand capable of delving into technical problems yet able to be pragmatic when the situation requires it. I have a bias for action / decision and am not afraid to say "no" in order to refocus and move on to the next important objective. These attributes, together with strong influencing skills and drive, allow me to impact across disparate business unit environments and to bring people together to formulate and implement global approaches and practices. Over the last two years of my tenure with BHPB I worked with award-winning executive coach Cindy Wigglesworth to flex my leadership style while remaining true to my core values. My new venture - t!Ps™ – is a test of how to flex these skills further in an influencing environment.

Leadership / Working through others: around half of my career has involved management / leadership roles. In management mode I enjoy multi-tasking to deliver multiple projects; in technical mentoring, coaching and formal training mode I enjoy the challenge of making the complex simple, understandable and therefore workable within an operational environment. I believe that teams are inspired and energized by leaders who set challenging goals and expect high technical standards; in order to impact business, technical ideas need to be understood, implemented and leveraged in energized multi-disciplinary teams. My tactical approach to rapid delivery of multiple projects involved load balancing and maintaining flexibility within my teams and a willingness to collaborate with other business teams without worrying over who gets credit for the results. Now, my new venture - t!Ps™ – is an extension of that model since it is dedicated completely to the successes of others in the organizations with which I work.

Education:

Industry: I have attended many internal and external training classes and field trips as would be expected from a professional with my years of experience.

Academic: Geological Sciences: BSc. with 1st Class Honors at Leeds University, UK.
Adjunct Professor at University of Houston since fall 2023

Professional recognition:

- I have a strong global reputation and network in Petroleum Systems, despite my foray into business management and I am still regarded as a leader in the field.
- I have been an invited member on the Ocean Drilling Program Committee; and on RIPED (Research Committee of CNPC).

- I jointly chair the annual EMD Unconventional Research Session at the annual Domestic AAPG meeting.

Memberships and Publications / Presentations:

- Member of AAPG, GCAGS and Geological Society of Great Britain
- Various written papers in AAPG, Geological Society, Marine and Petroleum Geology and Nature volumes / journals, in Petroleum Systems field
- Numerous external oral papers in Petroleum Systems and Unconventional Resources fields, since 1989
- Invited speaker / session chair in Petroleum Systems sessions, including JNOC/Idemitsu (Japan, 1996), IKU (Norway, 1998), AAPG Annual Conventions and Hedberg Conferences in Denver, Cairo, Dallas, Perth, The Hague, Austin, Houston, Santa Barbara; HGS; HOGS-GMSH; Gordon Conference (2000 and 2002); OGIQ (KL, 2005); Shale Gas World (Beijing, 2010)