

Petro-Technical Talent Acquisition Program, 2013

Background

One of the world's largest integrated oil and gas companies, headquartered in London, was exploring long-term workforce strategies in South Asia and needed a clear understanding of the region's petro-technical talent landscape. With increasing demand for specialized technical skills, the client required reliable data on talent availability, capability depth, and readiness across key disciplines.



Client Requirement

The client sought a comprehensive assessment of petro-technical professionals across South Asia. The objective was not only to identify available talent, but also to evaluate technical competency levels in a structured and measurable way. The client needed a solution that combined market intelligence with practical, assessment-based insights to support informed workforce planning and future hiring decisions.

GET Global Group's Approach

[GET Global Group](#) conducted a primary market study across multiple South Asian markets, focusing on identifying and assessing petro-technical professionals across selected target disciplines.

The assessment was built around internally developed competency frameworks designed to be practical, consistent, and easy to implement across geographies. These frameworks enabled both qualitative evaluation and quantitative scoring, allowing the client to compare talent capability across disciplines, experience levels, and locations.

Each professional assessed was evaluated against defined technical, operational, and role-specific criteria. This approach ensured that the findings reflected real-world readiness rather than theoretical qualifications alone.

The final report provided the client with a detailed mapping of the South Asian petro-technical talent pool, including:

- Availability of talent across key technical disciplines
- Competency distribution and skill depth across experience levels
- Quantitative benchmarking supported by qualitative insights
- Examples of in-depth qualification outcomes based on individual assessments

The study gave the client a clear, data-backed view of the petro-technical workforce landscape in South Asia. By combining market intelligence with structured competency assessments, GET enabled the client to make informed decisions around talent acquisition, workforce development, and regional capability planning.

The program established a repeatable and scalable model for petro-technical talent assessment that could be extended to other regions as needed.