



AL WAHA
PETROLEUM CO. LTD.

AL-WAHA PETROLEUM CO. LTD.
شركة نفط الواحة المحدودة

Ref: WAPEC-O-CP-0807-10-2019

Date: 14th October, 2019

To: Dr. Kareem A. Alwan/ Chairman of JMC for Ahdeb Oilfield

CC: Ahmed A. Hussein / Manager of Wassit Oil Division, Md.OC

Sub: Potential Candidates' Recommendation for Iraq's Localization about Tender 074/SC/19 of Supervisors and Engineers Technical Services

Dear Sir,

According to the resolution of the urgent JMC meeting on Sep 23.,2019 and the applicable Iraq labor laws and regulations, Alwaha shall request the sub-contractor to execute the requirement of positions' localization step by step for Supervisors and Engineers Technical Services in Ahdeb oil field.

For the time being, it is not easy for both Alwaha and its contractors to recruit enough qualified Iraqis to execute the supervisors and engineers technical services in short period, due to the availability of qualified Local manpower. However, to achieve the localization goal timely and successfully, MdOC is kindly requested to assist providing sufficient qualified or potential qualified candidates for interview and recruitment for Tender 074/SC/19, detailed positions refers to attachment.

We are looking forward to your earliest positive support.

Attachment: Localization positions and the requirements for Tender 074/SC/19 of Supervisors and Engineers Technical Services

Best regards.

Gong Changli
President of Al-Waha Petroleum Co. Ltd.

Signed by Mr. Gong Changli

Signature:

Initiator: Wang Qiwu

**Attachment for Localization positions and the requirements for
Tender 074/SC/19 of Supervisors and Engineers Technical Services**

Item	Position	Required employee	Job Description	Position Capabilities and Requirements (General)
1	Field Well testing and monitoring engineers	1	<ol style="list-style-type: none"> 1. Responsible for Performing well testing, wireline and slickline monitoring the operation safe and data quality. Cooperate with the dynamic group to adjust production in a timely manner 2. Responsible for analysing of complicated conditions encountered in well-testing, wireline and slickline dynamic monitoring operation 3. Qualify the field work personnel/equipment HSE & operation performance, review the formation or fluid data ,well operation report 4. Responsible for compile and control well dynamic analysis report, and monthly, quarterly and annual dynamic surveillance report, then in the archives 	<ol style="list-style-type: none"> 1. At least 10+ years' None-rig testing and monitoring engineer experience in oil and gas production. 2. Certificate, China Registered Safety Engineer or equivalent. 3. Bachelor degree or above 4. Good command of English orally and writing
2	Senior Production Management engineers	1	<ol style="list-style-type: none"> 1. Responsible for oilfield development daily management, ensure the development indexes within a reasonable range, to ensure the realization of the annual production targets 2. Responsible for formulating monthly, quarterly and annual oilfield development plan completion and analysis 3. Responsible for the major stimulation proposal and the audit, responsible for the organization the implementation of various stimulation and ensure to complete various stimulation quality and timely 4. Responsible for oilfield development effect evaluation, analysis of oil field development plan implementation. 	<ol style="list-style-type: none"> 1. At least 15+ years' experience in reservoir engineering or production disciplines. 2. Certificate, China Registered Safety Engineer or equivalent. 3. Bachelor degree or above 4. Good command of English orally and writing

			Communication and coordination with technical support team , solve various technical problems occurred in development process, ensure the oilfield development effect	
3	Senior Reservoir Management engineers	1	<ol style="list-style-type: none"> 1. To monitor the daily production performance of each well, and to analyse the well's working status is reasonable or not, to put forward specific adjustment advice. 2. To check daily water density, salinity, and chlorine root content of production water and fresh water, and the trend of oil production, water cut, gas oil ratio, formation pressure etc 3. To evaluate the current production performance of water flooding, and to submit detailed advice including production and injection rate allocation, production and injection rate increment. 4. To analysis for shut-down well and low production well, to filter some potential candidate wells, to suggest detailed work-over and following 	<ol style="list-style-type: none"> 1. At least 15+ years' experience in oil and gas production. 2. Certificate, China Registered Safety Engineer or equivalent. 3. Bachelor degree or above 4. Good command of English orally and writing 5. Male
4	Electrical & Instrumental Engineers	1	<ol style="list-style-type: none"> 1. Based on actual running condition, manage spare parts, make max & min quantity list. 2. Collect and confirm technical requirement, updated documents. 3. Review technical requirement and required quantity, take part in technical bidding evaluation, clarification, track progress and inspect goods when received. 4. Get to know the equipment and facilities, take part in emergent maintenance plan and provide technical support. 	<ol style="list-style-type: none"> 1. Fluency in both spoken and written English. 2. University or college graduates in science or engineering. 3. Not less than 5 years' experience in design, production or maintenance in Solar, Cummins and Volvo generators.
5	Acidizing and Gas Lift	1	<ol style="list-style-type: none"> 1. Carry out acidizing, gas lift, water plugging and profile 	<ol style="list-style-type: none"> 1. QUALIFICATION: College

	Supervisors	<p>control seriously based on design. Control single well cost strictly. Organize the work under HSE, quality, schedule and cost principle.</p> <ol style="list-style-type: none"> 2. Responsible for Rigless operating acceptance, make sure various material types and quality to meet requirement. 3. Issue work orders to contractors, and supervise and inspect the ongoing situation. 4. Supervise and inspect special operation quality and safety measures on-site no rig. 5. Organize safety consultation, inspect, evaluation, arrange works, request, before start. 6. Master downhole situation, report production timely, put forward opinions, accept orders. 7. Check in daily & completion report, supervise and inspect summary report after completion to ensure the accuracy and integrity of the data. 8. Signed the operation team's final statement justly. 9. Responsible for inspecting equipment and tools that operation needed, to ensure operation smoothly. Supervise company's fire drill and boat drill according to safety rules. 10. Complete other tasks assigned by the leadership of Company facilities, ensure safe plugging of well, sound fitting of Christmas tree accessories, level and fence of well site operations. 	<p>degree or above.</p> <ol style="list-style-type: none"> 2. EXPERIENCE: Oil-water stimulations, workover in more than 8 years of experience 3. ENGLISH LEVEL: Skilled in English 4. COMPUTER LEVEL: Skilled application with Office 5. PROFESSIONAL TECHNOLOGY: Production Engineering, Downhole Operation.
6	ESP Engineers	<ol style="list-style-type: none"> 1. Information statistics: ESP design and sizing, installation report, commissioning report, troubleshooting report, teardown report and of the failure analysis report; 2. Reports: daily report, ESP log, monthly report, monthly or quarter KPI review, 	<ol style="list-style-type: none"> 1. QUALIFICATION: College degree or above 2. EXPERIENCE: At least 5 years related experience about production engineering,

		3. ESP sizing, ESP operation optimizing, troubleshooting and analysis, analysis & recommendations of root cause of failure 4. Inventory management 5. Training, promotion of the application of new technologies	& ESP. 3. ENGLISH LEVEL: Skilled in English 4. COMPUTER LEVEL: Skilled application with Office 5. PROFESSIONAL TECHNOLOGY: Production Engineering, ESP.
7	Wellhead and Downhole Tools Engineer	1. Responsible for the inventory, statistics, categorization and stock of wellhead and downhole tools. 2. Responsible for on-site installation and maintenance of well-head and downhole tools to ensure to meet the design requirements. 3. Solve the technical issue and problems of wellhead and downhole tools during the application on-sites. 4. Responsible for material requisition, material sending, material receiving, cost statistics and recording of tools usage and maintenance. 5. Wellhead and well-site hand over with other dept. 6. Other temporary work.	1. QUALIFICATION: College degree or above in Petroleum/Mechanical Engineering or equivalent. 2. EXPERIENCE: At least 5 years related experience about production engineering, downhole operation. 3. ENGLISH LEVEL: Very good knowledge of English. 4. COMPUTER LEVEL: Skilled application with Office 5. PROFESSIONAL TECHNOLOGY: Wellhead Engineering, Downhole Operation.
		1. Carry out test and workover seriously based on design. Control single well cost strictly. Organize the work under HSE, quality, schedule and cost principle.	1. QUALIFICATION: Bachelor degree or above. 2. EXPERIENCE: At least 10

8	WO & Completion Supervisor	<ol style="list-style-type: none"> 2. Responsible for workover rig acceptance before operating, supervise and check various material and their quality. 3. Issue work orders to contractors of rigs, supervise and inspect the ongoing situation. 4. Supervise and inspect special operation quality and safety measures on-site. Organize safety consultation, inspect, evaluation, arrange works, request, before start 5. Master downhole situation, report production timely, put forward opinions, accept orders. 6. Fill in and report daily report, hand in summary report after completion. 7. Signed the operation team's final statement justly. 8. Responsible for inspecting equipment and tools that operation needed, to ensure operation smoothly. Supervise company's fire drill and boat drill according to safety rules. 9. Complete other tasks assigned by the leadership 	<p>years related experience about production engineering, downhole operation.</p> <ol style="list-style-type: none"> 3. ENGLISH LEVEL: CET-4, Oral language and preparation reports proficiency. 4. COMPUTER LEVEL: Skilled application with Office 5. PROFESSIONAL TECHNOLOGY: Production Engineering, Downhole Operation.
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Ref: WAPEC-O-CP-0809-10-2019

Date: 14th October, 2019

To: Dr. Kareem A. Alwan/ Chairman of JMC for Ahdeb Oilfield

CC: Ahmed A. Hussein / Manager of Wassit Oil Division, Md.OC

Sub: Potential Candidates' Recommendation for Iraq's Localization about Tender 098/SC/19 of HSE Supervisors and Other Coordinator Services

Dear Sir,

According to the resolution of the urgent JMC meeting on Sep 23.,2019 and the applicable Iraq labor laws and regulations, Alwaha shall request the sub-contractor to execute the requirement of positions' localization step by step for HSE Supervisors and Other Coordinator Services in Ahdeb oil field.

For the time being, it is not easy for both Alwaha and its contractors to recruit enough qualified Iraqis to execute the HSE Supervisors and Other Coordinator Services in short period, due to the availability of qualified Local manpower. However, to achieve the localization goal timely and successfully, MdOC is kindly requested to assist providing sufficient qualified or potential qualified candidates for interview and recruitment for Tender 098/SC/19, detailed positions refers to attachment.

We are looking forward to your earliest positive support.

Attachment: Localization positions and the requirements for Tender 098/SC/19 of HSE Supervisors and Other Coordinator Services

Best regards.

Gong Changli
President of Al-Waha Petroleum Co. Ltd.

Signed by Mr. Gong Changli

Signature:

Initiator: Wang Qiwu

**Attachment for Localization positions and the requirements for
Tender 098/SC/19 of HSE Supervisors and Other Coordinator Services**

Item	Position	Required employee	Job Description	Position Capabilities and Requirements (General)
1	FSF&SE HSE Supervisor	2	<ol style="list-style-type: none"> 1. Prepare annual and monthly FSF&SE HSE plan. 2. Supervise HSE activities of the field operation teams and conditions of risk control measures implemented by contractors through HSE inspections and audits. Follow up the corrective actions. 3. Compose HSE reports, meeting minutes and create or update HSE documents as required. 4. Environmental protection surveillance. 5. Participate in accident investigations. 6. Facilitate improvement of contractors' HSE management system. 7. Conduct HSE training related to FSF operations for WAPAC local employees. 8. Other works as required by HSSE manager. 	<ol style="list-style-type: none"> 1. Fluency in both spoken and written English. 2. University or college graduates in science or engineering. 3. Not less than 5-year experience in FSF or surface engineering operations. Not less than 3-year experience in HSE management. 4. Give priority to the applicant who has HSE certificates. 5. Better computer skills and be familiar with using Microsoft office. (Word, Excel, PPT)
2	Work Over HSE Supervisor	2	<ol style="list-style-type: none"> 1. Prepare annual and monthly work over HSE plan. 2. Supervise contractors' HSE activities and conditions of implementing risk control measures through HSE inspections and audits. Follow up the corrective actions. 3. Compose HSE reports, meeting minutes and HSE documents as required. 	<ol style="list-style-type: none"> 1. Fluency in both spoken and written English. 2. University or college graduates in science or engineering. 3. Not less than 5-year

			<p>4. Participate in accident investigations.</p> <p>5. Facilitate improvement of contractor HSE management system.</p> <p>6. Conduct HSE training related to work over operations for WAPAC local employees.</p> <p>7. Well control management.</p> <p>8. Other works as required by HSSE manager.</p>	<p>experience in work over operations. Not less than 3-year experience in HSE management.</p> <p>4. Valid IADC well control certificate.</p> <p>5. Give priority to the applicant who has HSE certificates.</p> <p>6. Better computer skills and be familiar with using Microsoft office. (Word, Excel, PPT)</p>
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