EPC Global, Inc.

Director of Engineering, Procurement, and Construction – Americas

Candidate Summary

Interview Conducted at Kristan International Offices on July 12, 2013

Mr. Jeffrey Thomas
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Jeffrey is currently the Manager of Business Development for the Gulf of Mexico and Latin America for Tailwind Industries, a $2.3BB offshore construction and support services company including pipeline construction, platform installation and removal, and diving services to the oil and gas industry in the Gulf of Mexico, West Africa, Asia Pacific, Middle East/India, South America, and Mexico’s Bay of Campeche. Jeffrey has been in this role for 5 years and reports directly to the Vice President of Business Development. In this capacity, Jeffrey oversees the strategic direction, sales, as well as policies and procedures and is the sole individual responsible for identifying and developing new opportunities for Tailwind’s offshore platform construction, pipeline installation, and inspections services within the Gulf of Mexico and Latin America. Jeffrey calls on Project Engineers and Managers at BP, Shell, and Conoco as well as the major EPC firms including KBR, Fluor Daniel, PCS, and others. He has six Business Development Representatives reporting to him, and his region accounted for 65% of Tailwind’s revenue in 2012.

Prior to joining Tailwind Industries, Jeffrey was a Regional Manager for 4 years with Loreden, a Germany-based global pump manufacturer worth over $4.4BB specializing in centrifugal pumps and agitators/mixers for the oil & gas, hydrocarbon processing, pulp & paper, power generation, water & wastewater, and food, metals, and fertilizer industries. Jeffrey was responsible for business development for a new product line and called on the major engineering firms, petrochemical plants, and pulp & paper clients throughout Texas. He was able to grow the new product line to a $200MM business unit in just eight months. When Jeffrey left this position due to restructuring of the company, he had eight Account Managers under his jurisdiction and oversaw sales and operations for the region. Jeffrey stated that it was an unfortunate event since he enjoyed the position, had a positive relationship with his boss and team, and had tripled his customer base over his tenure with the organization.

Prior to working for Loreden, Jeffrey was with Schlumberger, the world’s largest oilfield services company, for 8 years, where he held three positions of increasing responsibility. In his most recent role, Jeffrey was chosen as the Sales Director for Latin America for the Fluid Technology International division for the last three years with the organization. In this capacity, Jeffrey had full P&L responsibility and managed business units in Mexico, Central, and South America and the Carribean for the division of Schlumberger that manufactures pumps for the water, light industrial, and chemical industries. During his time in the role, Jeffrey grew sales from $120MM to $180MM in a 1.5 year period and grew his team of sales engineers, applications engineers, and support staff from 50 individuals to 72, including positions in Venezuela, Costa Rica, Columbia, Chile, Argentina, and Brazil. Jeffrey stated that he was successful in this role for various reasons, including initially doing a matrix analysis of the market, introducing strategies to increase market share, analyzing the business units for profitability and focusing on the most profitable ones, and traveling extensively with his team to help build relationships and close business. He stated that he had great exposure to the region early in his career due to presentations he had to deliver to the executive management of his division.

Prior to his promotion to Sales Director for Latin America, Jeffrey was a Project Manager at Schlumberger’s headquarters in Houston for two years, in which he conducted efficiency studies, did strategic planning and analysis, and developed a matrix financial reporting system. Initially, Jeffrey began his career with Schlumberger as a Mechanical Engineer after graduating with honors from Texas A&M in 1994.

Jeffrey has been involved in multiple projects interfacing with engineering construction firms in both the domestic and international markets in the oil & gas (upstream and downstream), mining, utilities, pulp & paper, and infrastructure development arenas. He also has experience in the analysis of market intelligence, effective strategic planning, specification review, and contract development and negotiations. Several of the engineering and construction firms he has worked or interfaced with include: KBR, Jacobs, Fluor Daniel, Bechtel, Tecnip, JP Kenny, as well as offshore engineering contractors including Paragon, Pinnacle, Paloma, Bluewater, RCI, and Lowe Offshore Inc.

When asked how he was viewed by executive management at Schlumberger and whether he was on a fast track there, Jeffrey stated that he moved up faster than the norm and that his hard work paid off due to an opportunity that came up after working 16-hour days and proving himself as a Project Manager. Jeffrey also mentioned that he learned a lot in both his sales as well as management roles and constantly solicited input from other team members and colleagues. He said that as a manager he micromanaged only on the numbers—budget and profitability—but got his team to share in the ownership and responsibility for the numbers and goals, and thus the company as a whole.

In describing how his previous bosses would refer to his work ethic, Jeffrey said that they would say he is thorough and puts in a lot of effort, he is task-oriented, accomplishes what he sets out to do, has great tracking processes in place on projects coupled with very thorough summaries and reports on ongoing and new opportunities.

When asked what recommendations any of them may have on areas of improvement for him, Jeffrey commented that his direct supervisor at Loreden had to work with Jeffrey and push him on letting go of a non-producer. Jeffrey also mentioned that at the beginning of his sales career, he did not recognize the importance of putting an emphasis on opportunities that initially had no potential in the event that they could be viable in the future. He credits good management with helping him realize that, and comments that he strives to impart that knowledge on his employees.

Jeffrey is very well-spoken, driven, and upbeat. He is single, has traveled extensively in his career, and speaks fluent Spanish and Portuguese. Jeffrey stated that he is excited about the opportunity to work with a company as large as EPC Global. He feels that his management style, success in sales, and international experience make him a good fit with the role as described. Jeffrey is very interested in meeting with you and your management team and learning more about the opportunity as well as long-term career potential within your organization.