

“We have seen stability in the market as companies start to increase their spending. This will provide an upward swing going into 2010.”

### Singapore

The Asian oil and gas industry has been conservative in terms of project spending in light of the recent global financial crisis. This means exploration activities, large EPC contracts and talent acquisition has either been renegotiated or put on hold. However in the last quarter of 2009, we have seen stability in the market as companies start to increase their spending. This will provide an upward swing going into 2010 with steady growth for the year.

There has been a shift in skill requirements from technical to commercial, with growing demand for candidates with a strong commercial background and business development experience managing strategic investments. Moving into the second half of 2010, we will see stronger demand for candidates with an operational background to manage projects planned for completion.

The EPC market remains steady with little growth expected, especially in the area of floaters. The market is currently dominated by activities in Brazil which calls for local content and therefore fewer packages awarded in Asia.

Design engineers will be in demand by the second half of 2010, with more projects moving into FEED. We also expect high demand for Asian subsea engineers compared to previous years as companies aim to localise these roles.

With the exception of project engineers with installation experience, salaries have been stable for permanent staff positions due to limited growth over the last two years. Contract rates have decreased by at least 20 per cent over the last year and will continue to see a slight decline as companies are aiming to establish core teams instead of hiring contract staff.

Candidates need to be more realistic with salary expectations and not give up a permanent role for a short term contract with 20 per cent salary uplift especially when the EPC market is still going to be rather quiet in 2010.

### Oil & Gas

#### Engineering Design (Onshore)

|                                  | Mechanical | Electrical | Instrumentation | Process / Safety | Civil / Structural |
|----------------------------------|------------|------------|-----------------|------------------|--------------------|
| <b>Graduate (Diploma)</b>        | 24 - 30    | 24 - 30    | 24 - 30         | N/A              | 24 - 30            |
| <b>Designer / Drafter</b>        | 30 - 36    | 30 - 36    | 30 - 36         | N/A              | 30 - 36            |
| <b>Senior Designer / Drafter</b> | 36 - 66    | 36 - 66    | 36 - 66         | N/A              | 36 - 66            |
| <b>Lead Designer / Drafters</b>  | 66 +       | 66 +       | 66 +            | N/A              | 66 +               |
| <b>Design Manager</b>            | 84 - 96    | 84 - 96    | 84 - 96         | N/A              | 84 - 96            |
| <b>Graduate (Degree)</b>         | 30 +       | 30 +       | 30 +            | 30 +             | 30 +               |
| <b>Engineer</b>                  | 36 - 72    | 36 - 72    | 36 - 72         | 36 - 72          | 36 - 60            |
| <b>Senior Engineer</b>           | 72 - 120   | 72 - 120   | 72 - 120        | 72 - 120         | 60 - 84            |
| <b>Lead Engineer</b>             | 96 - 120   | 120 - 144  | 120 - 144       | 132 - 156        | 84 - 108           |
| <b>Engineering Manager</b>       | 144 +      | 144 +      | 144 +           | 156 +            | 144 +              |

#### Notes

- Typical Salary Range in '000
- All Salaries are in Singapore Dollars

## Oil & Gas

### Engineering Design (Offshore)

|                                  | Mechanical | Electrical | Instrumentation | Process / Safety |
|----------------------------------|------------|------------|-----------------|------------------|
| <b>Graduate (Diploma)</b>        | 24         | 24         | 24              | N/A              |
| <b>Designer / Drafter</b>        | 30 - 42    | 30 - 42    | 30 - 42         | N/A              |
| <b>Senior Designer / Drafter</b> | 42 - 78    | 42 - 72    | 42 - 72         | N/A              |
| <b>Lead Designer / Drafter</b>   | 78 +       | 72 +       | 72 +            | N/A              |
| <b>Design Manager</b>            | 90 +       | 90+        | 90 +            | N/A              |
| <b>Graduate (Degree)</b>         | 30 +       | 30 +       | 30 +            | 30 +             |
| <b>Engineer</b>                  | 36 - 72    | 36 - 72    | 36 - 72         | 36 - 84          |
| <b>Senior Engineer</b>           | 72 - 120   | 72 - 120   | 72 - 120        | 84 - 144         |
| <b>Lead Engineer</b>             | 120 - 144  | 120 - 144  | 120 - 144       | 144 - 168        |
| <b>Engineering Manager</b>       | 144 +      | 144 +      | 144 +           | 168 +            |

|                                  | Civil / Structural | Pipeline  | Naval Architect |
|----------------------------------|--------------------|-----------|-----------------|
| <b>Graduate (Diploma)</b>        | 24                 | N/A       | N/A             |
| <b>Designer / Drafter</b>        | 30 - 42            | N/A       | N/A             |
| <b>Senior Designer / Drafter</b> | 42 - 78            | N/A       | N/A             |
| <b>Lead Designer / Drafter</b>   | 78 +               | N/A       | N/A             |
| <b>Design Manager</b>            | 90 +               | N/A       | N/A             |
| <b>Graduate (Degree)</b>         | 30 +               | 30 +      | 30 +            |
| <b>Engineer</b>                  | 36 - 84            | 36 - 84   | 36 - 78         |
| <b>Senior Engineer</b>           | 84 - 144           | 84 - 144  | 78 - 132        |
| <b>Lead Engineer</b>             | 120 - 132          | 120 - 144 | 132 - 156       |
| <b>Engineering Manager</b>       | 132 +              | 144 +     | 144 +           |

### Notes

- Typical Salary Range in '000
- All Salaries are represented in local currencies • Job titles in global organisations vary greatly from European/American/North American companies
- These salaries do not include bonuses • Top of range in MNC's implies regional role

| Manufacturing  |                 | Sales / BD | Service |
|----------------|-----------------|------------|---------|
|                | <b>Graduate</b> | 30 - 36    | 25 - 30 |
| <b>2-5yrs</b>  | 36 - 48         | 36 - 60    |         |
| <b>5-10yrs</b> | 48 - 72         | 54 - 72    |         |
| <b>10+yrs</b>  | 72 - 96         | 96 - 120   |         |
| <b>Manager</b> | 96 - 180        | 100 +      |         |

| Project Services |                 | Planning  | Cost      | Contracts | Project Controls |
|------------------|-----------------|-----------|-----------|-----------|------------------|
|                  | <b>Graduate</b> | 30 - 36   | 30 - 36   | 30 - 36   | 30 - 36          |
| <b>2-5yrs</b>    | 36 - 72         | 36 - 72   | 36 - 72   | 36 - 72   |                  |
| <b>5-10yrs</b>   | 72 - 120        | 72 - 120  | 72 - 120  | 72 - 120  |                  |
| <b>10+yrs</b>    | 120 - 180       | 120 - 180 | 120 - 180 | 120 - 180 |                  |
| <b>Manager</b>   | 180 +           | 144 +     | 180 +     | 180 +     |                  |

|                 | Procurement | Estimating | Proposals |
|-----------------|-------------|------------|-----------|
| <b>Graduate</b> | 30 - 36     | 30 - 36    | 30 - 36   |
| <b>2-5yrs</b>   | 36 - 72     | 36 - 72    | 36 - 72   |
| <b>5-10yrs</b>  | 72 - 120    | 72 - 120   | 72 - 120  |
| <b>10+yrs</b>   | 120 - 180   | 120 - 180  | 120 - 180 |
| <b>Manager</b>  | 144 +       | 180 +      | 180 +     |

| Construction                 |                          | Onshore   | Offshore |
|------------------------------|--------------------------|-----------|----------|
|                              | <b>Graduate Engineer</b> | 30 - 36   | 42 - 48  |
| <b>Field / Site Engineer</b> | 36 - 60                  | 72 - 144  |          |
| <b>Project Engineer</b>      | 48 - 84                  | 96 - 168  |          |
| <b>Construction Manager</b>  | 96 - 144                 | 192 - 240 |          |
| <b>Project Manager</b>       | 120 - 180                | 216 - 288 |          |
| <b>Project Director</b>      | 240 +                    | 300 +     |          |

#### Notes

- Typical Salary Range in '000
- All Salaries are in Singapore Dollars