

Our workforce

Case Study

Peter Sololo

Operations Manager

The Company in Tanzania sees very limited staff turnover, and generally staff only tend to leave the Company through succession planning.

This year, there were once again very few departures, although a landmark was achieved when the Company appointed its first ever Tanzanian Operations Manager. Taking over from a line of experienced expatriates, Peter Sololo quickly demonstrated that the Company had made the right decision in putting its faith in local talent. Peter joined the Company in 2012 as a field operator having graduated from the University of Dar es Salaam with a BSc in Chemical and Process Engineering.

He was soon talent spotted and promoted to trainee engineer supporting well services, before becoming the Company's well services engineer. Finally, before his promotion to Operations Manager, his talent, work ethic and capacity to manage complex projects saw him appointed to Projects Engineer providing on site and office-based oversight to all upstream operational tasks.

Peter becomes the latest Tanzanian manager within the Tanzanian Company, and sees the Company complete its succession planning from a broad expatriate management organization to one that is, with the exception of the Managing Director, entirely found on Tanzanians. That the majority of our Tanzanian managers have been trained and promoted from roles within the Company demonstrates the Companies commitment to Local Content and a 'Tanzania First' approach.



In this Company I feel honored and appreciated from top management. It gives me the assurance that if you work hard and you are devoted to your work you will get the recognition that you deserve.

Peter Sololo

Operations Manager

Interns

2020 saw the Company adopt a formal internship program, offering up to five places per annum to carefully selected Tanzanians with particular potential and relevant talent and interest.

Of the four selected in 2020, the Company placed an environmentalist, a marketer and two technical staff. Three of the four interns were female. Particular focus of the intern program was to ensure that not only did the interns gain direct and relevant experience of the only true upstream to downstream International Oil Company ("IOC") operating in Tanzania, but that they were able to add genuine value to the Company during their year with us.

The program is considered to be widely successful with very positive feedback from the interns, and all managers or mentors requesting extensions of the program; this will be examined in 2021 against the overall staff budget.