**Michael Arnold**

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**Project Manager for Operations Training and Development**

**Bi-Lingual English/Spanish | Green Belt Lean/Six Sigma**

**Engineer with 15 years of proven management experience, leading teams, driving KPIs, training and development**
**Technical/Engineering:** Identified root cause of production performance issues, decreasing well failures by 10%+, reducing costs through increased efficiency and increasing steady revenue stream by $5M+ per year. Proposed and worked on Lease Divestment package that was sold for $73M. Reduction of Lease Operating Expenses (LOE) and maximization of oil recovery. Control and creation of AFEs and PJR using WELLVIEW. Use DCA (Decline Curve Analysis of well trends and economics and improved KPIs using PEEP and Power Tools. Maximize efficiency of Artificial Lift systems using Rodstar and SROD and more.

**Project Management and Training:** Knowledgeable project manager for product testing and development: Assembled team to create Artificial Lift Decision Analysis program in Excel, generating $6M+ annually. Drove strategic planning with shareholders to consolidate training curriculums between 4 company divisions (Frac, Wireline, Coil and Cement) for use with Kahuna and Success Factors under time constraints. Developed and implemented strategies and delivered training programs for Engineers, both WBT and ILT, resulting in an increase in retention by 30%. Worked with HR and Recruiting, onboarding, training, and developing personal and professional profiles for company Engineers., Developed Operational Training resulting in a savings of over $4MM+/Yr. in maintenance costs.

**Work Experience**

**SM Energy** Midland & Odessa, TX

 2022-Present

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**Production: Training and Development Specialist**

* Curricula Development for Lease Operations including New Hire training, Route Ready Training, Troubleshooting, Measurement and Instrumentation, Production Operations and more using ADDIE / SAM principles.
* Development of progressional growth pathways for employees.
* Assisting with updating job descriptions to match current work environment.
* Facilitating the organization and development of technical courses for Employees.

**NexTier Oilfield Services** Greater Houston , Midland & Odessa, TX

 2016-2020

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**Engineering: Training, Development and Staffing Manager** - Greater Houston, TX (2017 – 2020)

* Conceived and composed training program for 120+ Fracturing Engineers including curricula, training, and competencies. Built SCORM training for department.
* Collaborated with managers to develop Engineering projects for ~150 individuals including Field Engineers and Interns.
* Organized and controlled training program and process for advancement for 120+ Engineer with over 50 Engineers graduating out of the field into office positions.
* Assisted with Development and Training Program on pump screen use and pump calculations and performed ILT.
* Led all aspects of Instructional design and Training Operations: Controlled and tracked project progression for training, and development of 120+ Field Engineers and approved all promotions.
* Operations Development: Collaborated with various departments shareholders to update curriculums for key competency areas for 4 product service lines including fracturing, cement, wireline, and coiled tubing in fast paced environment.
* Performed Instructor Led Training (ILT) for the Engineers, New Hire, Lab Training, Technical and more.
* Updated Learning Management System (LMS) – Engineering Department (120+ Engineers) for integration into Kahuna and SAP Success Factors.
* Collaborated with HR to ensure job descriptions, pay grades and project requirements for engineering department were aligned with all company policies and procedures.
* Recruited, onboarded, and trained ~100 Engineers and reduced attrition rates by more than 30%.

**Regional Engineer - Permian Basin** - Odessa, TX (2016 - 2017)

* Managed fracturing job designs and Engineering programs including proper Quality Control. Scorecards +7%.
* Authored in Excel Job Duration Estimator still in use today, saving $2M+ in monthly company job estimates.
* Tested new technology on project with Shell and NexTier at Shell facility in Houston area.Communicate and review KPIs with clients on all jobs in coordination with the sales team. Improved client approvals by ~5% across the board.
* Assist Operations with product development. Implemented Dry Friction Reducer for new client.
* Assisted all local sales team operations, increasing revenues by 40% in FY 2016.
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**Chevron USA** Midland, TX

**Senior Production Engineer (Project Manager)** 2011 - 2016

* Delivered classes on Fracturing Basics to field service techs and engineering professionals.
* Analyzed and problem solved production for 450+ wells (Conventional and Unconventional as well as Horizontal and Vertical Wells) to improve oil recovery
* Investigated decline trends and troubleshooted wells (~3750 BPD) and reduced failure frequency by 10%.
* Designed and troubleshooted artificial lift systems (SRod, Rodstar and more) as well as downhole chemicals programs.
* Performed analysis and solved downhole issues and designed surface configurations.
* Advised on field development programs for CMC and Four Corners fields (Project budget ~$448 MM).
* Implemented multi-disciplinary team that created and launched Decision Analysis program on Artificial Lift for large field development to manage projects at portfolio level, producing $6M in annual savings.
* Created AFEs for well completions, recompletions, workovers, and water disposal well cleanout jobs.
* Completed management of change (MOCs) as required processing them through chain of responsibilities and specialties. As Project manager, implemented multi-disciplinary team that created and launched Decision Analysis program on Artificial Lift for large field development to manage projects at portfolio level, producing $6M in annual savings.
* Communicated and collaborated with Field Offices (ALCRs, Maintenance Managers, Lease Operators) to maximize production efficiency.

**Schlumberger** Midland, TX and Conway, AR

 2006 - 2011

**Technical Sales Engineer** - Midland, TX (Jan 2011 - June 2011)

* Directed 12M+/month account (Yates Petroleum), resolving issues related to client account/relations.
* Created Well Stimulation jobs for clients and provided estimated costs.
* Controlled client pricing and adjusted client pricing based on current economy and commodity prices.

**Resource Coordinator** - Midland, TX (May 2010 - Jan 2011)

* Utilized I-District (ERP) to coordinate work management, supply chain and logistics.
* Utilized I-District (ERP) to Assign crews to jobs and assisted field supervisors with managing and maintainingcrews.
* Organized third-party drivers to mobilize and demobilize equipment and prepared permits for heavy equipment
* Utilized I-District (ERP) and coordinated asset maintenance for 5 crews operating ~$125MM in equipment.
* Participated with reorganization of system for managing crews and logistics utilizing I-District (ERP) and centralizing operational support in West Texas, garnering ~$150MM Savings in North America operations.

**General Field Engineer/Cell Leader** - Conway, AR (May 2006 - May 2010)

* Managed 2 full frac crews (~$50MM of equipment) and their maintenance and logistics.
* Performed chemical testing and Quality Assurance and Control at well site.
* Supervised on site company field technicians as needed.
* Organized daily crew logistics, including equipment, chemical orders and deliveries, sub-contractors.
* Field-tested new chemical for marketability and logistical analysis.
* Ensured Safety standards were always followed on location
* Performed Risk Analysis for each job

**Assistant Project Manager**: Daw Construction 2006

**Facility Engineering Co-Op**: Union Pacific Railroad 2005

**Customer Service Representative**: Discover Card Services, Customer Service Representative 1999 - 2004

**Crew Manager**: Black and Black Pools 1997-1999

**Education**

**Masters Engineering (M.E.M) – Engineering Management** 🡪 Lawrence Technological University - Southfield, MI

**Bachelor of Science (B.S.) - Mechanical Engineering** **🡪** University of Utah - Salt Lake City, UT

**Certifications & Publications**

Green Belt - Lean Sigma (Lean, Six Sigma, TQM, Theory of Constraints) - Chevron USA

SPE Paper 119569 - “Are You Buying Too Much Friction Reducer Because of Your Biocide?”

(Implementation of recommendations contained in publication led to $5M in annual cost reductions for client)

**Professional Training**

* **Schlumberger** - Well Production Training | Well Production Leader Course | Well Cementing Operations
* **Chevron** - Advanced Rod Pumping | Lean Sigma Green Belt Training | Cased Hole and Production Log Evaluation | Principles and Application of Upstream Chemicals | GU MOC Training (Management of Change) | Well Log Management with Geolog - From Rig to Reserves | Spotfire Essentials I (ETC) | 101 Reliability Overview
* **Midland College** – Petra | Economic Evaluation and Investment Decision Methods | Understanding and Filing of Railroad Commission Forms and Procedures | Railroad Commission Gas Well Regulation
* **Petroskills** - Applied Reservoir Engineering | Production Operations, Completions and Workovers | Gas Production Engineering | Drilling Fluids Technology
* **Rodstar** - Rod Pumping Optimization

**Known Software Packages**

* *Excel (Spreadsheets and Data Analysis)*
* *Powerpoint (Presentation)*
* *Microsoft Project (Project Tracking and Development)*
* *Word (Reports and Documentation)*
* *Rodstar (Artificial Lift Analysis)*
* *SRod (Artificial Lift Analysis)*
* *WellView (Well Tracking and Reporting)*
* I*-District (ERP) – Asset Management: Maintenance, Tracking, Work Orders, PMs, Utilization*
* *IHS Harmony (Production Estimated and Declines)*
* *PowerTools (Production and DCA)*
* *ISpring (Training and Development and creating SCORM files)*
* *Lotus (Meetings and Collaboration)*
* *Lotus Notes (Multifunctional communications)*

**Other Systems Knowledge**

* *Kahuna (Training and Development Tracking)*
* *Maximo (ERP) – Asset, Work Orders, Purchase Orders, Repair Orders.*
* OFM (Oilfield Management)
* Sharepoint (Reporting and KPIs)
* Spotfire (Reporting and KPIs)
* *SuccessFactors (Training and Development Tracking)*
* Zoom (Virtual Meetings/Training)