

Integrated Production Services

Oilfield Services provider hires well-qualified HR Director with the experience and drive needed to keep up with demand and continue company growth



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- Greg Smith, VP of Operations
Integrated Production Services

THE BACKGROUND

Headquartered in Houston, Texas, Integrated Production Services (IPS) provides an array of cost-effective solutions and services to North American oil and gas producers. Operating in nearly every major North American production basin, IPS helps organizations accelerate time to initial production, increase production output and extend the lives of oil wells. Increasing demand and rapid growth combined to create the sudden need for a key management position. With internal searches proving more costly and difficult than expected, Greg Smith, VP of Operations turned to The Newport Group to quickly find the right fit for their opportunity.

- COMPANY: Integrated Production Services
- INDUSTRY: Energy, Oil & Gas, Oilfield Service
- SERVICES: Coiled tubing, hydraulic workover, wireline, production testing, pressure testing, and production optimization

THE CHALLENGE

Like many oilfield service companies, IPS prioritizes retaining a strong bench of qualified talent across their organization to ensure they can keep up with industry demand. This made the position of HR director absolutely vital to IPS' success. Their initial search for the right fit to fill this critical role provided less than desirable results, with candidates not meeting their desired qualifications. "We had to find someone who had the industry knowledge and experience to lead our HR team at a corporate level, while understanding the challenges of field support operations," Mr. Smith explained. "We were not being presented candidates with the right level of experience and drive."

THE SOLUTION

IPS found their internal search process more difficult than expected. The time commitment took team members off other important tasks, high costs started to drain resources, and the candidates sourced were not meeting expectations. Ultimately, they looked outside the organization for assistance in their executive search. With 50 cumulative years of oilfield service search experience, and deep rooted connections to passive industry professionals, the choice for Greg Smith was simple. "After our first conversation, I knew that Newport understood the motivating factors in our hiring decision and had the right network to source and recruit a top performer," Greg explained.

THE RESULT

With The Newport Group, IPS kept the cost of hiring a Director position to a minimum, and filled a key role with an accomplished professional that fit in their organization, both on and off paper. Greg Smith lists other benefits IPS realized:

- Newport's assistance made the onboarding process fast and easy, allowing executive team to focus on departmental initiatives, rather than ramping up a new-hire
- Hiring department efficient as ever, raising company morale and putting demand worries at ease

Given their ability to provide a number of well-qualified candidates, and their consistent, practical guidance throughout the entire hiring process, The Newport Group not only met the expectations of their company, but Greg believes he would still be looking for the right candidate without their services.

"Ultimately, we were able to fill our HR Director role quickly, with a highly qualified candidate. I have no doubt that without Newport's assistance we would still be searching for the right fit."

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ABOUT THE NEWPORT GROUP

The Newport Group is an executive search and consulting firm specializing in the recruitment and placement of senior and technical management positions for growth industries throughout North America. Founded in 1995, The Newport Group is headquartered in Encinitas, California, and maintains a midcontinent office in Dallas, Texas.