During IHRDC’s 45 years of experience, we have developed a comprehensive, industry-standard competency library that describes the skills, knowledge, and experience needed to perform a wide range of industry functions. It is the most extensive competency library available in the oil and gas industry today, and covers petro-technical, business, and field and plant operations job areas.

Our library of industry-standard job competency models is the most extensive available in the oil and gas industry. By using IHRDC’s job competency model library, our clients will know that their competency models will reflect industry standards that are consistent with worldwide use. Because each element is matched to a training event, the resulting Individual Development Plans save time and money by providing the most appropriate training for each competency requirement.

Industry-Standard Competency Library quick facts:

- 360 competency models covering all industry job areas from Upstream to Downstream
- 2,000+ competency units grouped into libraries
- Four-level proficiency scale: Awareness, Basic Application, Skilled Application, and Mastery
- Four to seven skill definitions per proficiency level per competency unit to create robust standards
- Updated and revised bi-annually to ensure alignment with industry standards
- Used in IHRDC’s CMS Online or uploaded into client’s existing software systems (i.e. LMS)

### Overview

- **Production and Plant Operations**
  - Geology and Geophysics
  - Drilling and Completion Engineering
  - Process and Production Engineering
  - Reservoir Engineering
  - Formation Evaluation / Petrophysics
  - Facilities Engineering
  - Engineering, Construction and Commissioning
  - Project Management
  - Geotechnical Support
  - Civil and Structural Engineering

- **Maintenance - Electrical, Mechanical and Instrument**
  - Production and Plant Operations
  - Maintenance - Electrical, Mechanical and Instrument
  - Health, Safety, Security and Environment
  - Gas Processing, GTL and LNG
  - Refining and Petrochemical
  - Power Generation
  - Marine

- **Operations & Maintenance**
  - Finance and Accounting
  - Behavioral and Leadership Skills
  - Business Operations and Administration
  - Human Resources
  - Information Technology
  - Legal
  - Sales and Marketing
  - Strategy, Commercial and New Business
  - Supply Chain and Procurement
  - Medical

### Industry-Standard Competency Library quick facts:

- 853 Competency Units
- 155 Job Competency Models

- **E & P Technical**
  - 504 Competency Units
  - 81 Job Competency Models

- **Operations & Maintenance**
  - 853 Competency Units
  - 155 Job Competency Models

- **Business & Common**
  - 674 Competency Units
  - 124 Job Competency Models

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Competency Libraries

Competency Units (CUs) are the building blocks of job competency models. IHRDC subject matter experts have written more than 2,000 CUs, arranged into competency libraries, covering an extensive array of industry topics.

<table>
<thead>
<tr>
<th>E&amp;P Technical Competency Units</th>
</tr>
</thead>
<tbody>
<tr>
<td>Functional Core Competencies - Petrotechnical</td>
</tr>
<tr>
<td>Civil and Structural Engineering</td>
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<tr>
<td>Drilling and Completion Engineering</td>
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<tr>
<td>Drilling, Completion and Workover Operations</td>
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<tr>
<td>Engineering Support</td>
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<tr>
<td>Engineering, Construction and Commissioning</td>
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<tr>
<td>Facilities Engineering</td>
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<tr>
<td>Formation Evaluation/Petrophysics</td>
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<tr>
<td>Geology</td>
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<tr>
<td>Geophysics</td>
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<tr>
<td>Geotechnical Support</td>
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<tr>
<td>Instrument and Control Engineering</td>
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<tr>
<td>Pipeline Engineering</td>
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<tr>
<td>Process Engineering</td>
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<tr>
<td>Process Safety Engineering</td>
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<tr>
<td>Production Engineering</td>
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<tr>
<td>Reservoir Engineering</td>
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<tr>
<td>Unconventional Resources</td>
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</tbody>
</table>

<table>
<thead>
<tr>
<th>Operations &amp; Maintenance Competency Units</th>
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</thead>
<tbody>
<tr>
<td>Functional Core Competencies - Operations &amp; Maintenance</td>
</tr>
<tr>
<td>Functional Core Competencies - Operations Processes</td>
</tr>
<tr>
<td>HSE - Consolidated</td>
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<tr>
<td>Installation of Equipment (Oil and Gas)</td>
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<tr>
<td>Maintenance Drilling</td>
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<tr>
<td>Maintenance Electrical</td>
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<tr>
<td>Maintenance General Services</td>
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<tr>
<td>Maintenance Inspection</td>
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<tr>
<td>Maintenance Instrument and Control</td>
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<tr>
<td>Maintenance Mechanical</td>
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<tr>
<td>Maintenance Services</td>
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<tr>
<td>Maintenance Workshops</td>
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<tr>
<td>Marine</td>
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<tr>
<td>Operations Management</td>
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<tr>
<td>Process Operations Field Facilities</td>
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<tr>
<td>Process Operations Monitoring and Control</td>
</tr>
<tr>
<td>Process Operations Plant Equipment</td>
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<tr>
<td>Process Operations Plant Facilities</td>
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<tr>
<td>Process Operations Support</td>
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<tr>
<td>QHSE</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Business Competency Units</th>
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</thead>
<tbody>
<tr>
<td>Functional Core Competencies - Business</td>
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<tr>
<td>Business and Operations Support</td>
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<tr>
<td>Commercial</td>
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<tr>
<td>Finance and Accounting</td>
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<tr>
<td>Human Resources</td>
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<tr>
<td>Information Technology</td>
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<tr>
<td>Legal</td>
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<tr>
<td>Project Management</td>
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<tr>
<td>Supply Chain</td>
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</tbody>
</table>

<table>
<thead>
<tr>
<th>Common Competency Units</th>
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</thead>
<tbody>
<tr>
<td>Company Core Competencies</td>
</tr>
<tr>
<td>Behavioral and Soft Skills</td>
</tr>
<tr>
<td>Foundation - General</td>
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<tr>
<td>Medical - General</td>
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</tbody>
</table>
Each Competency Unit (CU) contains a series of specific statements covering four levels of proficiency, which have been defined based on international standards. These statements describe the knowledge, responsibilities, tasks and skills required to demonstrate competence within each topic. A brief description for each IHRDC proficiency level is described in the following table, with a sample CU below.

We are happy to provide additional information on IHRDC’s competency unit writing standards upon request.

### Level 1: Awareness
- Has general awareness of the knowledge, skill or procedure and its application.

### Level 2: Basic Application
- Completes routine tasks under supervision; has broad knowledge of principles and applications.

### Level 3: Skilled Application
- Completes complex tasks without supervision; has detailed knowledge of principles and applications.

### Level 4: Mastery
- Has full understanding of the principles and practices; develops and transfers knowledge.

#### Sample: Directional and Horizontal Drilling

<table>
<thead>
<tr>
<th>Level 1</th>
<th>Level 2</th>
<th>Level 3</th>
<th>Level 4</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Awareness</strong></td>
<td><strong>Basic Application</strong></td>
<td><strong>Skilled Application</strong></td>
<td><strong>Mastery</strong></td>
</tr>
<tr>
<td>List the reasons for controlling borehole deviation in non-directional wells, and describe the tools and methods that are used for this purpose.</td>
<td>Under supervision, make decisions regarding tools and techniques for controlling wellbore deviation.</td>
<td>Design the well trajectory and specify the appropriate deviation control and directional drilling tools.</td>
<td>Lead and supervise directional well projects.</td>
</tr>
<tr>
<td>List the reasons for drilling a well horizontally or directionally.</td>
<td>Monitor drilling operations to ensure that well is following desired trajectory.</td>
<td>Design the suitable deviation mechanism and plan for corrections in the well course.</td>
<td>Recommend changes in the deviation control and directional programs, and handle contingencies related to directional, horizontal and multilateral well operations.</td>
</tr>
<tr>
<td>Recognize the basic directional, horizontal, extended reach and multilateral well profiles and list their areas of application.</td>
<td>Work as part of a team to recommend a directional well profile.</td>
<td>Design horizontal and multilateral wells.</td>
<td>Review all directional drilling policies and procedures and recommend modifications as necessary.</td>
</tr>
<tr>
<td>Discuss directional and horizontal drilling guidelines set forth in company policies and procedures.</td>
<td>Plan and execute well trajectory in accordance with best industry practices and as set forth in company policies and procedures.</td>
<td>Ensure that well trajectory is planned and executed in accordance with best industry practices and as set forth in company policies and procedures.</td>
<td>Document industry best practices and case studies.</td>
</tr>
<tr>
<td>Describe the basic functions of directional drilling software applications.</td>
<td>Use software applications for directional well design.</td>
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<td></td>
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</tbody>
</table>

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*Note: The table above is a simplified representation of the Competency Unit Definitions. The actual table may include more detailed information and examples.*
An IHRDC Job Competency Model (JCM) is composed of twenty-five to forty Competency Units (CUs). IHRDC’s methodology in designing our industry-standard Job Competency Models is in line with trends towards smaller competency models, which enable easier, more efficient assessments. We are committed to providing JCMs that respond to organizational needs, yet do not sacrifice quality for brevity. As such, our strategy when developing our JCMs is to focus on functional (i.e., discipline-specific) Competency Units - the core skills and knowledge that indicate a successful employee.

On the following pages, you will see a full list of all IHRDC industry-standard JCMs, divided into categories: E&P Technical, Operations & Maintenance and Business.

<table>
<thead>
<tr>
<th>Competency</th>
<th>JOB LEVEL REQUIRED</th>
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<tbody>
<tr>
<td></td>
<td>Level 1</td>
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<tr>
<td>Library: Functional Core Competencies - Petrotechnical</td>
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<tr>
<td>Core Competencies - E&amp;P</td>
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<tr>
<td>Petroleum Geology</td>
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<tr>
<td>Drilling, Completion and Workover</td>
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<tr>
<td>Library: Business and Operations Support</td>
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<tr>
<td>Contracts and Contractors</td>
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<tr>
<td>Contractor Selection and Contract Award</td>
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<tr>
<td>Contractor Management and Supervision</td>
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<tr>
<td>Reporting</td>
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<td>Reports for Government Agencies</td>
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<tr>
<td>Library: Drilling and Completion Engineering</td>
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<tr>
<td>Well Completion and Intervention</td>
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<tr>
<td>Well Completion Design and Equipment</td>
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<tr>
<td>Completion Fluids</td>
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<tr>
<td>Perforating</td>
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<tr>
<td>Workover Well Control</td>
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<tr>
<td>Applied Drilling Engineering</td>
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<td>Casing Program and Design</td>
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<tr>
<td>Cementing</td>
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<tr>
<td>Directional and Horizontal Drilling</td>
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<tr>
<td>Drill String Design</td>
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<tr>
<td>Drilling Bits</td>
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<tr>
<td>Drilling Fluids and Circulating System</td>
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<td>Drilling Problems and Optimization</td>
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<td>Fishing Operations</td>
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<td>Hydraulics Program</td>
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<td>Rig Selection</td>
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<td>Rotary Drilling</td>
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<td>Solids Control</td>
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<tr>
<td>Well Control</td>
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<tr>
<td>Wellhead Equipment Design</td>
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<tr>
<td>Well Planning</td>
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<tr>
<td>Wellsite Geological Operations</td>
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<tr>
<td>Prediction of Subsurface Pressures</td>
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<tr>
<td>Well Programming and Drilling Procedures</td>
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<tr>
<td>Well Suspension and Abandonment</td>
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<tr>
<td>Library: Formation Evaluation</td>
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<tr>
<td>Petrophysics and Log Analysis</td>
<td></td>
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<tr>
<td>Cement and Casing Evaluation using Well Logs</td>
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<tr>
<td>Library: QHSE</td>
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<tr>
<td>Health and Safety (Non-industrial Areas)</td>
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<tr>
<td>Health and Safety (Office Environment)</td>
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<tr>
<td>Core HSE</td>
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<tr>
<td>Company HSE Policy</td>
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<tr>
<td>Safe Work Practices</td>
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<tr>
<td>Environment</td>
<td></td>
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<tr>
<td>Environmental Awareness</td>
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<tr>
<td>Emergency Preparedness</td>
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<tr>
<td>Blowout Response</td>
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<tr>
<td>Library: Supply Chain</td>
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<tr>
<td>Logistics</td>
<td></td>
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<tr>
<td>Logistics Coordination</td>
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</tbody>
</table>
E&P Technical Competency Models

DRILLING
Drilling Engineer
Drilling Engineering Supervisor
Drilling Manager
Drilling Operations Supervisor
Drilling Supervisor
Senior Drilling Engineer

DRILLING CONTRACTOR
Assistant Driller
Derrickman
Driller
Junior Pumpman
Lead Roughneck
OAC Assistant Driller
Offshore Installation Manager (OIM)
Platform Roustabout
Pumpman
Roughneck
Tourpusher

ENGINEERING PROJECTS AND DESIGN
Civil/Structural Engineer (Offshore)
Civil/Structural Engineer (Onshore)
Electrical Engineer
Engineering Manager
Instrument Engineer
Mechanical Engineer
Process Engineer

FACILITIES AND PROJECT ENGINEERING
Facilities Engineer
Facility Planning Superintendent
Planning Engineer
Project Engineer

GEOSCIENCES
Development Team Leader
Exploration Geologist
Exploration Geophysicist
Exploration Team Leader
Geoscience Manager
Hydrogeologist
Operations Geologist
Operations Geophysicist
Operations Team Leader
Petrophysicist
Senior Petrophysicist

GEOTECHNICAL SOLUTIONS
E&P Data Manager
Geotechnical Solutions and Data Management Manager
Lead Systems & Application Support Specialist
Principal Systems Application and Support Specialist
Subsurface Data Management Engineer
Systems & Application Support Specialist

PRODUCTION ENGINEERING
Production Engineer
Production Engineering Manager
Senior Production Engineer

QUALITY ASSURANCE AND QUALITY CONTROL
Quality Assurance Engineer
Quality Control Engineer
Quality Control Manager
Senior QA/QC Engineer

RESERVOIR ENGINEERING
Reservoir Engineer
Reservoir Engineering Manager
Senior Reservoir Engineer

WELL COMPLETION AND INTERVENTION
Well Completion and Intervention Manager
Well Completion Engineer
Well Completion Supervisor
Well Intervention Engineer
Well Intervention Supervisor
Senior Well Completion Engineer
Senior Well Intervention Engineer

GEOTECHNICAL GRAPHICS/CAD TOTAL
Geotechnical Graphic Designer (GIS-CAD)
Geotechnical Graphics Team Lead (GIS-CAD)
SPE Competency Models

**SPE UPSTREAM**
- IHRDC and SPE have collaborated to develop 41 standard competency models
- Focus on entry level positions in the industry, plus the next level positions
- Used IHRDC competency model base as the foundation, and then reviewed with SPE industry experts
- Standard models focus on E&P Technical Professionals and also include O&M and Business Job Groups

**TECHNICAL PERSONNEL**

**PRODUCTION ENGINEERING AND OPERATIONS**
- Production Manager
- Operations Superintendent
- Senior Production Engineer
- Production Engineer
- Field Operations Engineer
- Well Engineering Manager
- Senior Drilling Engineer
- Senior Completion and Well Intervention Engineer
- Drilling Engineer
- Completion and Well Intervention Engineer

**PROJECT AND FACILITIES ENGINEERING**
- Facilities and Projects Manager
- Project Manager
- Senior Facilities Engineer
- Facilities Engineer
- Project Engineer

**HEALTH, SAFETY AND ENVIRONMENT (HSE)**
- HSE Manager
- Senior Health Specialist
- Senior Safety Specialist
- Senior Environment Specialist
- Health Specialist
- Safety Specialist
- Environmental Specialist

**SUBSURFACE**
- Subsurface Manager
- Senior Reservoir Engineer
- Senior Geologist
- Senior Geophysicist
- Senior Petrophysicist
- Reservoir Engineer
- Geologist
- Geophysicist
- Petrophysicist

**BUSINESS DEVELOPMENT**
- **(SERVICE COMPANIES, CONTRACTORS)**
  - Business Development Manager- EPC Contractor
  - Account Manager- Drilling Contractor
  - Account Manager- Integrated Service Company

- **(OPERATING COMPANIES)**
  - Business Development Manager
  - Business Development Analyst

**SUPPLY CHAIN**
- Supply Chain Manager
- Supply Chain Analyst

**ENGINEERING- ENTRY LEVEL**
- Subsurface Engineer
- Facilities and Process Engineer
- Well Engineer
Operations & Maintenance Competency Models

ENVIRONMENT
- Environmental Engineer
- Environmental Protection Manager
- Senior Environmental Engineer
- Trainee Environmental Engineer

LABORATORY
- Operations Laboratory Technician
- Quality Laboratory Technician
- Senior Supervisor - Lab

MAINTENANCE ENGINEERING
- Analyzer Engineer
- Corrosion Engineer
- Electrical Engineer
- Inspection Engineer
- Instrument and Control Engineer
- Mechanical Engineer
- Power Systems Engineer
- Rotating Equipment Engineer
- Static Equipment Engineer

MAINTENANCE ELECTRICAL
- Electrical Senior Technician
- Electrical Supervisor
- Electrical Technician
- Power and Distribution Senior Technician
- Power and Distribution Technician

MAINTENANCE INSTRUMENT AND CONTROL
- Analyzer Senior Technician
- Instrument and Control Senior Technician
- Instrument and Control Supervisor
- Instrument and Control Technician

MAINTENANCE MECHANICAL
- Mechanical Senior Technician
- Mechanical Supervisor
- Mechanical Technician
- Rotating Equipment Senior Technician
- Rotating Equipment Technician
- Static Equipment Senior Technician
- Static Equipment Technician

MAINTENANCE OFFSHORE
- Electrical Senior Technician Offshore
- Electrical Technician Offshore
- Instrument and Control Senior Technician Offshore
- Instrument and Control Technician Offshore
- Maintenance Supervisor Offshore
- Mechanical Senior Technician Offshore
- Mechanical Technician Offshore

MAINTENANCE PLANNING AND TURNAROUND
- Contact Engineer
- Maintenance Planner
- Maintenance Planning Engineer
- Maintenance Turnaround Engineer
- Predictive Maintenance Engineer

OPERATIONS GAS
- Control Room Operator Gas Production
- Operations Supervisor Gas Production
- Operator Gas Production
- Senior Operator Gas Production

OCCUPATIONAL HEALTH
- Occupational Health Manager
- Occupational Health Specialist
- Occupational Health Trainee
- Senior Occupational Health Specialist

OPERATIONS LABORATORY
- Laboratory Technician

OPERATIONS LNG
- Control Room Operator LNG Production
- Control Room Operator Storage and Loading LNG
- Operations Supervisor Inlet Receiving LNG
- Operations Supervisor LNG Production
- Operations Supervisor LNG Storage and Loading
- Operator Inlet Receiving LNG
- Operator LNG Production
- Operator LNG Storage and Loading
- Senior Operator Inlet Receiving LNG
- Senior Operator LNG Production
- Senior Operator LNG Storage and Loading

OPERATIONS MANAGEMENT
- Maintenance Manager
- Maintenance Superintendent
- Offshore Installations Manager (OIM)
- Operations Group Manager
- Operations Manager
- Operations Superintendent

OPERATIONS OFFSHORE
- Control Room Operator Offshore Gas Production
- Control Room Operator Offshore Oil Production
- Operation Supervisor Offshore Gas Production
- Operations Supervisor Offshore Oil Production
- Operator Offshore Gas Production
- Operator Offshore Oil Production
- Radio Operator
- Senior Operator Offshore Gas Production
- Senior Operator Offshore Oil Production
Operations & Maintenance Competency Models

OPERATIONS OIL
- Control Room Operator Oil Production
- Operations Supervisor Oil Production
- Operator Oil Production
- Senior Operator Oil Production

OPERATIONS PIPELINES
- Control Room Operator Pipelines
- Operations Supervisor Pipelines
- Operator Pipelines
- Senior Operator Pipelines

OPERATIONS STORAGE AND LOADING
- Control Room Operator Storage and Loading Oil
- Operations Supervisor Storage and Loading Oil
- Operator Storage and Loading Oil
- Senior Operator Storage and Loading Oil

OPERATIONS UTILITIES
- Control Room Operator Plant Utilities
- Operations Supervisor Plant Utilities
- Operator Plant Utilities
- Senior Operator Plant Utilities

PETROCHEMICAL - ENGINEERING
- Power Distribution Technician
- Reliability Manager

PETROCHEMICAL - LOGISTICS
- Material Handler - Barge Dock
- Material Handler - Main Tank Farm

PETROCHEMICAL - MAINTENANCE
- Maintenance Coordinator
- Maintenance Supervisor
- Mechanical Maintenance - Machinist
- Mechanical Maintenance - Millwright
- Mechanical Maintenance - Pipefitters
- Mechanical Maintenance - Technician
- Planner-Scheduler
- Predictive Maintenance Analyst
- Predictive Maintenance Technician

PETROCHEMICAL - PROCESS CONTROL TECHNOLOGY
- Process Control Technology Engineer
- Process Control Technology Senior Supervisor
- Process Control Technology Technician

PETROCHEMICAL - OPERATIONS
- Board Operator
- Manufacturing Expert

Operations Shift Supervisor
Production Manager
Production Operator (Shift)
Shift Supervisor

PETROCHEMICAL - QUALITY, HEALTH SAFETY & ENVIRONMENT
- Industrial Hygiene Technician
- Quality Laboratory Supervisor
- Quality Laboratory Technician

REFINERY ENGINEERING
- Operations Engineer Refinery
- Process Engineer Refinery
- Project Engineer Refinery

REFINERY OPERATIONS
- Control Room Operator Refinery
- Operations Supervisor Refinery
- Operator Refinery
- Senior Operator Refinery

SAFETY
- Manager Quality, Health, Safety and Environment Department
- Offshore Safety Officer
- Plant Safety Officer
- Safety Engineer
- Safety Manager
- Senior Safety Engineer
- Trainee Safety Engineer

SECURITY
- Security Guard
- Security Manager
- Security Officer
- Security Trainee
- Senior Security Officer

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**ADMINISTRATION**
- Administration Assistant
- Administration Manager
- Administration Officer - Assets
- Administration Officer - General
- Administration Officer - Property
- Administration Officer - Transport

**BUDGET AND CORPORATE REPORTING**
- Budget and Corporate Reporting - Accountant
- Budget and Corporate Reporting - Junior Accountant
- Budget and Corporate Reporting - Manager
- Budget and Corporate Reporting - Senior Accountant
- Budget and Corporate Reporting - Supervisor

**CORPORATE AFFAIRS**
- Community Liaison Officer
- Community Relations Manager
- Community Relations Supervisor
- Corporate Communications Officer
- Corporate Social Responsibility (CSR) Manager
- Manager - Corporate Affairs Department
- Public Relations Supervisor
- Social Performance Manager

**COST CONTROL**
- Cost Control - Supervisor
- Cost Controller - Drilling
- Cost Controller - General and Administration
- Cost Controller - Logistics
- Cost Controller - Office Support

**DOWNSTREAM**
- Clean Products Scheduler
- Crude Scheduler
- Market Analyst
- NGL Scheduler
- Position Control Analyst
- Product Scheduler
- Risk Analyst
- Strategist

**FINANCE MANAGEMENT**
- Accounting Manager
- Finance Manager
- Group Finance Controller

**GENERAL ACCOUNTING**
- Accounts Payable/Account Receivable - Accountant
- Accounts Payable/Account Receivable - Junior Accountant
- General Accounting - Accountant
- General Accounting - Junior Accountant
- General Accounting - Senior Accountant
- General Accounting - Team Leader
- Payroll - Accountant
- Payroll - Junior Accountant

**HR**
- Compensation and Benefits Manager
- Compensation and Benefits Specialist
- Human Resources Business Partner
- Human Resources Business Partner Sr
- Human Resources Data Analyst
- Human Resources Manager
- Organizational Development Specialist
- Talent Acquisition Manager
- Talent Acquisition Specialist
- Training and Development Manager
- Training and Employee Development Specialist

**INTERNAL AUDIT**
- Head of Internal Audit
- Internal Audit Manager
- Internal Audit Officer
- Internal Audit Supervisor

**IT**
- Information Technology and Services Manager
- IT Applications Engineer
- IT Support Engineer (Help Desk)
- IT Telecom and Network Engineer
- Senior IT Applications Engineer
- Senior IT Systems Engineer
- Senior IT Telecom and Network Engineer

**JOINT VENTURE ACCOUNTING**
- Joint Venture Accounting - Accountant
- Joint Venture Accounting - Junior Accountant
- Joint Venture Accounting - Senior Accountant
- Joint Venture Accounting - Supervisor

**LEGAL**
- General Counsel
- Legal Advisor
- Legal Manager

**MANAGEMENT ACCOUNTING**
- Management Accounting - Accountant
- Management Accounting - Junior Accountant
- Management Accounting - Senior Accountant
- Management Accounting - Supervisor

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Business Competency Models

PRODUCTION AND REVENUE ACCOUNTING
- Production and Revenue Accounting - Accountant
- Production and Revenue Accounting - Junior Accountant
- Production and Revenue Accounting - Manager
- Production and Revenue Accounting - Senior Accountant
- Production and Revenue Accounting - Supervisor

TAX ACCOUNTING
- Tax Accounting - Accountant
- Tax Accounting - Junior Accountant
- Tax Accounting - Manager
- Tax Accounting - Senior Accountant
- Tax Accounting - Supervisor

SUPPLY CHAIN CONTRACTS
- Contracts - Contract and Risk Management Officer
- Contracts - Legal and Contract Coordinator
- Contracts - Legal and Contract Officer
- Contracts - Senior Contract and Risk Management Officer
- Contracts - Senior Legal and Contract Officer

TREASURY
- Treasury - Accountant
- Treasury - Junior Accountant
- Treasury - Manager
- Treasury - Senior Accountant

SUPPLY CHAIN LOGISTICS
- Logistics - Coordinator
- Logistics - Material Expediter
- Logistics Specialist
- Logistics Specialist (Aviation)
- Logistics Specialist (Junior)
- Logistics Specialist (Senior)

SUPPLY CHAIN MANAGEMENT
- Supply Chain - Manager

SUPPLY CHAIN MATERIALS
- Materials - Coordinator
- Materials - Warehouse Specialist
- Materials - Warehouse Specialist (Junior)
- Materials - Warehouse Specialist (Senior)
- Materials and Warehouse - Superintendent

SUPPLY CHAIN PROCUREMENT
- Procurement - Junior Purchasing Officer
- Procurement - Manager
- Procurement - Purchasing Officer
- Procurement - Senior Purchasing Officer
- Procurement - Team Leader

SYSTEMS AUDIT
- Systems Audit (SA) Manager
- Systems Audit (SA) Officer
- Systems Audit (SA) Supervisor