

Employment and Training of Timor-Leste Nationals and Permanent Residents

In operating Bayu-Undan, we seek to give preference to the employment of Timor-Leste nationals and



permanent residents, with due regard to occupational health and safety requirements, efficient operations and good oilfield practice. We also strive to facilitate training opportunities, working with our contractors, government and private organisations to deliver programs that integrate local culture and needs and develop the skills, competencies and experience needed for employment in the petroleum sector.

There are approximately 300 Timor-Leste nationals training and employed on the Bayu-Undan project by ConocoPhillips and many of its contractors.

As with any ConocoPhillips' direct employee, we provide professional and personal growth opportunities, recognise achievements, create an open, collaborative and healthy work environment and help employees maintain a healthy work-life balance.

The programs include health and safety components that foster our relentless focus on safety, making sure we take the time to do work safely and in an environmentally responsible manner.

In addition, Timorese nationals working in technical roles, such as plant operators and maintainers, are intensively mentored to ensure they have every opportunity to develop to their full potential. We also work with our contractors to create and deliver employment and training opportunities with ConocoPhillips for material controllers, operator assistants and materials coordinators.

Training and employment opportunities are also developed through our heliport facility at the Nicolau Lobato International Airport. These include assistant engineers, assistant base manager, ground handlers, crew transit coordinator and security.

Examples of our employment and training programs include:

Our Engineering office in Dili supports Timorese engineers with offshore placements, project management, understanding standards, specifications, codes and fundamentals

Our New Foundational Skills Training and Internship Program is a collaboration with the Timor-Leste Government offering internships in Supply Chain, Engineering, Commercial, HSE, Exploration and Finance.

Our maintenance contract includes a Local Content plan involving significant employment coupled with training and development schemes for diverse roles such as Operations trainees, bridge controllers, blasters/painters and onshore support staff.

Other programs are being implemented in engineering, technical support trades such as rigging, scaffolding, painting/blasting, and marine deck crews. Training programs in areas such as logistics, administration and catering provide skills that are transferable to other industries. English language is often a relevant component of these training and development schemes.

All Bayu-Undan tenders and service contract negotiations include Timor-Leste Content Requirements. Every Contractor must demonstrate how they intend to preference Timor-Leste nationals for employment. Enabling further development of industry experience within the Timor-Leste labour market traineeships, intern positions and other career pathways are encouraged.

As the petroleum sector in Timor-Leste has grown, we have seen a multiplier effect in income and employment, helping build a solid platform for future economic development.




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Empregu ho Treinu ba Timóroan no Rezidente Permanente sira



Hala'o operasaun iha Bayu-Undan, ami presiza iha preferênsia atu fó servisu ba timóroan sira no ba rezidente permanente sira ho kondisoens saúde di'ak no rekeзитus seguransa nian, hala'o operasoens ho efisiênsia no matenek, iha habilidade ka prátika iha área mina rai nian. Ami mos halo esforsu atu facilita oportunidades ba treinus, servisu ho ami nia kontratores, governu no organizasoens privadas atu fó programas mak bele integra kultura lokál no nesesidade atu dezenvolve badaen, kompetênsia no experiênsia ba nesesidade atu servisu iha setór mina rai nian.

Iha Timóroan mais ou menus atus tolu resin mak tuir treinu no servisu iha projetu Bayu-Undan liuhusi ConocoPhillips no kontratores lubuk ida.

Ba empregadu ne'ebé mak servisu diretamente ba ConocoPhillips', ami oferese profisionalmente no pesoalmente oportunidades atu hasa'e sira nia kapasidade, rekonhese sira nia dezempenhu, kria, loke ambiente servisu kolaborativu no saudável no ajuda atu hametin nafatin balansu ba servisu nia continuidade.

Programa ne'e hatama mos komponentes saúde no seguransa ne'ebé sei haree liu ba infleksibilidade fokus ba iha seguransa, atu asegura katak ita uza duni tempu atu servisu ho seguransa no iha ambiente servisu ho maneira no responsabilidade di'ak.

Tuir mai, ba Timóroan sira ne'ebé hala'o servisu téknikus hanesan operadores ba plantas no responsável ba manutensaun, hetan mentorizasaun intensiva atu asegura katak sira iha duni oportunidade atu dezenvolve iha sira nia servisu potencialmente. Ami mos servisu ho ami nia kontratores atu kria no fó sai oportunidades ba empregu no treinu ho ConocoPhillips, kontralador material, asistente operador no koordinadores materiais nian.

Oportunidade ba empregu no treinu bele dezenvolve liu husi facilidades fatin helikópteru iha aeroportu internasional Nicolau Lobato. Ne'e tama mos asistente engenheirus, asistente ba jestór iha baze, responsáveis iha terreno, koordinadór ba ekipa trázitu no seguransa.

Programas ba treinus no Rekrutamentu hanesan ezemplu :

Gabinete enjenheirus iha Dili fó suporte ba enjenheirus timóroan mak hetan servisu kolokadu iha tasi laran, jestaun projetus, kompreensaun konaba estandarizasaun, espesifikasoens, kódigus no fundamentais.

Ami mos iha Programa foun ba Kapasidade Fundamental liu husi programa estájiu ne'ebé hala'o hamutuk ho governu Timor-Leste hodi oferese enkadeamentu konaba enjenharia, komérsiu, HSE, Explorasaun no Finansas.

Ami nia kontratu ba Manutensaun involve mos planu lokál, rekrutamentu signifikativu ho kedas treinus no eskemas desenvolvimentu servisu oi-oin hanesan treinu na'in ba operasoens, kontroladores ba pontes, dinamitadores/pintores no staff sira ne'ebé ajuda iha servisu fatin rai leten.

Programa seluk implementa ona iha enjenharia, suporte tékniku hanesan ba aparelhu, ekipamentu, andaime /eskada, dinamitador/ pintor, no kais / plataforma ba ekipa. Programas ho treinus ba lojístikas, administrasaun, servisu fornimentu hahán ba serimónia mak bele oferese kapasidade atu transfere ba indústria sira seluk. Lian Inglês hanesan komponente relevante maksei uza iha treinus no eskemas desenvolvimentus hirak ne'e.

Tenderizasaun no servisu ba kontratus negosiasaun Bayu-Undan tama iha rekeзитus Timor-Leste nian. Kontrator ida-ida tenki hatudu katak sira entende konaba preferênsia Timor-Leste nian iha rekrutamentu empregadu. Atu bele dezenvolve ba oin experiênsia área indústria iha Timor-Leste, merkadu empregu liu husi estájiu, pozisoens internas no dalan kareira seluk sei buka atu enkoraja no aumenta tan oportunidade.

Hanesan setór mina rai nian buras ba dadaun, ami haree ona efeitu múltiplu iha reseita no empregu mak bele harii plataforma sólida ida ba desenvolvimentu ekonómiku iha futuru.




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