



Thibaud CADIEU

Summary

Oil & Gas specialist with strong experience in Business Start-Ups, Business Management, Team Management, Pricing, Commercial Proposals, Cross Border Deals, Project & Personnel Logistics, HR, Payroll, Invoicing, Contractual and HSSE Compliance. Currently based in Mexico City, previously worked in 5 other countries. Specialized in the Mexican Energy Reform Upstream.

Education

- **EDHEC BUSINESS SCHOOL, Lille**  (2003-2007)
Masters Degree in Management (ranked 15th in the world by the Financial Times 2016).
Thesis: “The role of business tourism in firms’ connections”.
- **ETEA, Córdoba**  (2007)
6-month Erasmus exchange in this Economics University (specialization in services marketing).

Skills & Abilities

MANAGEMENT

- Managed small (2 or 3 staff) to massive teams (120+ staff) teams in challenging situations, combining tight deadlines, demanding clients and sometimes hostile environments.

SALES

- Efficient at approaching clients from scratch (like in the nascent Mexico Upstream Industry for example). Involved in numerous deals where only local sales needed to be arranged, the Master Service Agreements already being in place.

COMMUNICATION

- Comfortable with presenting commercial proposals or generalist presentations in French, English or Spanish to executives and C-suite members.
- Used to working with many remote stakeholders, having spent my career working on cross-border projects.

LEADERSHIP

I am proud to have helped numerous team members reach new stages of their careers in all the countries where I have worked.

Experience

GENERAL MANAGER | XWELLS MEXICO

Mexico City , January 2018 – current

- General management of the branch.
- In charge of searching strategic partners for the development of Xwells in Mexico.

Contact: Thibaud Cadieu – General Manager Xwells Mexico - thibaud.cadieu@xwells.com



- Business Development for the different lines of business (training, strategic consulting, technical consulting...)
- Sourcing of financial and operational partners for Oil & Gas upstream projects.
- Monitoring the ongoing Mexico Energy Reform and its opportunities.

VICE PRESIDENT – LATIN AMERICA | NES GLOBAL TALENT

Houston , (May 2015- October 2015) then Mexico City  (from October 2015 to April 2017)

Main Achievements:

- Successfully registered the Company and started operations in Mexico.
- Successfully registered the Company and started operations in Trinidad & Tobago.
- Managed remotely NES Global Talent Brazil (6 employees).
- Set-up partnerships and started billing in 3 new countries (Uruguay, Colombia, Peru).
- Developed New Business for all the continent (except Brazil), 10+ new clients in 20 months.
- Specialized in the Mexico Energy Reform (the *Upstream* side particularly).

CONTRACTOR SERVICES MANAGER - AMERICAS | NES GLOBAL TALENT

Houston , May 2014 – May 2015

Main Achievements:

- Management of the Americas Support Team (12-15 individuals) for Travel, Visa, Contract Issuances, Assignment Support...
- Coordination of the sales process with the Sales and Finance teams.
- Contractual and Payroll resolutions.
- Responses to Clients audits.
- Compliance Responsibility for the Americas (1,000+ contractors in 3 different countries).

Awards: **Nominated (among 5) for “Best Employee”** (NES Global Talent 2014 world awards).

CONTRACTOR SERVICES MANAGER - CANADA | NES GLOBAL TALENT

Calgary , November 2012 – May 2014

Main Achievements:

- Accompanied the growth of sales from CAD \$3.0 million in 2011 to \$50.0 million in 2014, from 12 contractors to 160+, of NES Global Talent Canada from 2012 to 2014 (number 2 of the Operation).
- Implementation and supervision of the payroll function (around CAD \$40 million per annum in 2014).
- Management of the transition of the billing function to Canada (circa CAD \$50 million per annum in 2014).
- Supervision of the visa process (managed 20+ process in 2013 only).
- Supervision of the compliance data.
- Management of the transition of the billing function to Canada (CAD \$50 million per annum in 2014).
- Recruitment, training and management of the Contractor Services Coordinators (2).
- Supporting Operations Manager with RFI data collation and tender responses.
- Supporting Operations Manager to coordinate contract reviews with the Commercial Department and subsequently deliver on contractual obligations.

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Awards: **Awarded “Best Use of the Value Proposition”** (NES Global Talent 2012 world awards).
Nominated (among 5) for “Best New Employee” (NES Global Talent 2012 world awards).

CONTRACTOR SERVICES COORDINATOR - CANADA | NES GLOBAL TALENT

Calgary , January 2012 – November 2012

Main Achievements:

- Quality Control for new assignment set-up and each pay cycle.
- Work Order tracking and renewal processes.
- Supporting design and delivery of client mailers / communications.
- Contract generation and administration.
- Investigation and correction of any delayed payment.
- Ensure compliance with payroll legislation in all existing and new locations (T4 etc.).
- Identifying and closing referral contractors' opportunities.

2011: personal 10-month backpack trip from Ushuaia, Argentina, to Vancouver, Canada.

PERSONNEL LOGISTICS MANAGER – PONTICELLI ANGOIL

Luanda , January 2010 – December 2010 (ExxonMobil Kizomba Satellites Project)

Main Achievements:

- Management of the expatriates' overseas recruitment and flight planning.
- Creation of the daily offshore chopper boarding and leaving requests.
- Gathering and sending of the HSE documents necessary for offshore boarding.
- Follow-up of the transportation / accommodation / living allowances of the onshore and offshore staff (600+ staff).
- Management of multiple miscellaneous issues linked to local challenging conditions.

2009: personal 6-month backpack trip in Asia and Australia and a 4-month mission in France.

ASSISTANT TO SITE BUSINESS MANAGER – TECHNIP (CTJV)

Ras Laffan , November 2007 – December 2008 (QatarGas II Project)

Main Achievements:

- Paid the local living allowances.
- Controlled the 1,200 employees' timesheets.
- Managed the 400-vehicle fleet and 120 drivers.
- Controlled the site expenses.
- Managed the employees' accommodations.
- Solved the numerous miscellaneous issues affecting the employees.