



*Staffing solutions for the
Oil and Gas industry*



www.focusoffshoreservices.com



We focus on your staffing solutions!

Our Values

We aim to maintain and exceed the expected level of service necessary to meet the demands of our clients, both present and future. The Focus Offshore Services team has extensive experience working in the oil and gas industry and we appreciate the time-critical nature of mobilising qualified personnel.

PEOPLE

We invest in people and seek continual learning and personal growth, thereby building a strong work environment together.

INTEGRITY

In all our dealings, we act with transparency whilst demonstrating strong, ethical work practices.

RESPONSE

We are easy to reach and quick to respond. We deliver practical solutions that exceed expectations.

TEAMWORK

Everyone is important. We treat our colleagues and our associates with professionalism, dignity and respect, providing an environment where people can contribute, innovate and learn.

QUALITY

When we set out to solve a problem, we do it right. We take pride in the level of service provided.

Focus Offshore Services

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About Us

Established in 2016, Focus Offshore Services Pty Ltd (Focus Offshore Services) is a privately-owned company based in Western Australia.

We specialise in mobilising experienced drilling, construction, and maritime personnel for national and international projects in support of the oil and gas industry.

Our knowledgeable, competent and qualified personnel have been selected to represent Focus Offshore Services in both our onshore and offshore projects.

The team prioritises safety, reliability, and quality in every project we undertake and pride ourselves on providing our clients with superior customer service.

Focus Offshore Services value our clients and personnel.



KEY AREAS OF FOCUS

➔ INVEST

By investing in both current and future personnel and technology, Focus Offshore Services are looking to ensure that the industry develops the continual progression of experienced, competent people to sustain the knowledge and experience that has been developed over the lifetime of the industry.

➔ SAFETY

Safety is paramount. We will always work hard to ensure our personnel are safety-aware and embrace the culture – both within the industry as a whole and in their specific workplaces.

➔ CARE

Focus Offshore Services is passionate about our work and we strive to provide the right people for the right roles. We are always available to our clients and our personnel to assist where required and go above and beyond to find the right solution.



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Offshore

OFFSHORE PERSONNEL

Focus Offshore Services has skilled, qualified personnel available to support a wide range of offshore requirements.

We aim to provide quality staff who are a good fit for the client and the role that they are undertaking. To ensure this high level of service, we assist our personnel to maintain their certification and skills required.

Our highly experienced team specialise in providing both core drilling crew and maintenance disciplines associated with offshore/onshore or in-dock drilling operations. We also deploy personnel who will complement the existing core crew at every level on platforms, semi-submersible, jack-up and drill-ships alike.

We are fully prepared to tackle even the most complex projects and we stand by the high quality of our service and provision of experienced personnel.

We provide the following **drilling** personnel:

- Toolpusher
- Driller
- Assistant Driller
- Derrickhand
- Floorhand
- Roustabout
- Deck Supervisor
- Crane Operator

Other positions are available on request.

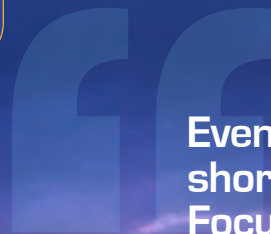
We provide the following **maintenance** personnel:

- Electronic Technician
- Electrician
- Hydraulic Mechanic
- Mechanic
- Boilermaker Welder
- Coded Welder

Other positions are available on request.

Focus Clients (past and present) we provide **offshore** services to:

- CETCO Energy Services
- Diamond Drilling
- Expro Group Australia Pty Ltd
- Geoquip Marine
- Icon Engineering
- Maersk Drilling
- Noble Drilling
- Scantech
- Valaris
- Weatherford Australia Pty Ltd



Even when given very short notice at times, Focus Offshore Services have been able to fulfil our needs with excellent, high quality and experienced staff."

Matthew Bradnock - Managing Director, CETCO Energy Services



Onshore

ONSHORE PERSONNEL

Focus Offshore Services supply skilled workers to a range of industries including mining, remedial works, construction, onshore marine, warehouse/logistics and fabrication.

We provide **labour solutions** across both metropolitan and regional areas Australia-wide.

- Labourers/ Trade Assistants
- Crane Operators
- Forklift Operators
- Boilermaker Welder
- Scaffolders
- Truck Drivers
- Rigger/Dogman
- Coded Welder

Other positions are available on request.



Focus Clients (past and present) we provide **onshore** services to:

- Aaro Group
- Arktek Industries
- BUSS Group
- Ensign Energy
- Expro Group Australia Pty Ltd
- Newpark Drilling Fluids
- NDT Tech Ops
- Pinnacle Builders
- Quest Maritime
- Reidoz Engineering

I have found Focus Offshore Services to be efficient, thorough and professional which reflects in the quality of the candidates that are referred, whether they be for permanent or temporary positions.

We have always found their service to be personal and prompt and we have never missed out on a follow-up call."

David Reid - Managing Director,
Reidoz Engineering



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Rapid Response Team

RAPID RESPONSE PERSONNEL

Our Rapid Response Team (RRT) provides our clients with access to carefully selected, elite oil and gas industry specialists who excel at problem solving in offshore environments.

This group of qualified, experienced professionals provide the drilling, subsea, and marine industry with a "one-stop solution" for all their specialist maintenance, service, repair and project needs.

They are able to work autonomously or as part of a rig-based team for unplanned outages, major planned maintenance routines, project work and major equipment overhauls.

The RRT can be mobilised immediately to any location within Australia and internationally, ready to support our client's needs.

Focus Offshore Service's RRT initiative is the only one of its kind based out of Western Australia. It was built on the collectively strong work ethic and knowledge base that has been forged over time with trusted industry professionals.

The Team

The varied and extensive backgrounds of our RRT ensures they can react and adapt to almost any situation, quickly and efficiently.

They are experienced in the roles of:

- Subsea Superintendents
- Subsea Engineers
- Marine Engineers
- Project Managers
- Technical Sectional Leader
- Maintenance Supervisors
- Electricians / Electronic Technicians
- Mechanics / Hydraulic Mechanics
- Boilermaker Welders / Coded Welders

Other positions are available on request.

The Rapid Response Team is a group of multi-disciplined offshore professionals who provide specialist maintenance, service, repair and project support for drilling, subsea, and safety critical equipment."



Marine

MARINE PERSONNEL

Our team is experienced in supplying personnel to the marine market and can offer recruitment services within the marine roles covering both the ad-hoc and permanent roles as required.

Reference checks, qualification verification and compliance with Standards of Training Certification and Watchkeeping (STCW) are part of our standard services.

If required, we can also provide flag state medicals, planning and deployment, PPE provision, ground and air travel arrangements to suit the client's needs.

Focus Offshore Services is compliant with the Maritime Labour Convention (MLC) and is registered with Australian Maritime Safety Authority (AMSA) as a Private Seafarer Recruitment and Placement Service.

We provide the following **marine** personnel

- Integrated Rating
- Cooks
- Stewards

Focus Clients we provide **marine** services to:

- Go Offshore Pty Ltd
- Tidewater
- Solstad Offshore ASA



Our intent was to create a company that is the leading supplier of quality, skilled personnel to the Oil and Gas industry."

Paul Bacica - Owner,
Focus Offshore Services

International

INTERNATIONAL OPERATIONS

Focus Offshore Services has a subsidiary company based in the Philippines offering drilling and maintenance crew who are currently deployed world-wide.

To support our clients, we can also organise all training, visas, travel and accommodation as required.

We provide the following **drilling** personnel:

- ➔ Driller
- ➔ Assistant Driller
- ➔ Derrickhand
- ➔ Floorhand
- ➔ Roustabout

Other positions are available on request.



We provide the following **maintenance** personnel:

- ➔ Electronic Technician
- ➔ Electrician
- ➔ Mechanic
- ➔ Motorman
- ➔ Welder

Other positions are available on request.

Focus Offshore Services continues to support and provide qualified, experienced and quality personnel at short notice for various projects for GeoQuip Marine globally.

Focus Offshore Services and their personnel have greatly contributed to the success (of) GeoQuip Marine projects."

Jeremy O'Brien - Head of Drilling,
GeoQuip Marine



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Our Personnel

At Focus Offshore Services, we are selective as to who works as part of our labour hire team.

We ensure that all staff have the correct certification, qualifications, relevant competencies and the necessary experience required to perform safely and efficiently in the work environment.

From drilling to supervision personnel, along with our unique Rapid Response Team, our labour hire service has been conceived to address skill shortages on site and mobilise quickly.

We take great pride in our service standards along with the level of follow-up and support we routinely provide to our clients and personnel.

We have always been sceptical using Labour Hire on projects. I have a completely different view since using Focus. The quality of personnel have all been outstanding and have definitely changed my opinion on how to effectively manage operations in a challenging labour market we are all faced with."

Clint Dees - General Manager (AUS / NZ),
Aaro Group



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The Owner



Paul Bacica is the owner and driving force behind Focus Offshore Services.

He started his career in the Oil & Gas Industry (North Sea) in the early 90's and has worked across an extensive range of exploration and production facilities. Paul is known and respected

worldwide and has worked with major international and domestic operators.

The depth of Paul's experience means that he is familiar with global offshore operations. He has extensive contacts within the industry both in Australia and globally. With this experience in the industry, Focus Offshore Services is uniquely placed to provide the right staffing solutions.

Paul has not only worked in all sectors of the North Sea throughout the 1990's, he has also ventured as far as Africa, Canada and the Arctic Circle. He has also been fortunate enough to have the opportunity to work in various shipyards worldwide.

In 2004, he took the opportunity to relocate to Perth, Western Australia and continued his offshore career in the booming Australian industry and has not looked back since.

In 2016, it became apparent to Paul that there was a demand for the supply of offshore personnel into local operations.

Focus Offshore Services is the result of this demand and was created with the intent of delivering skilled, quality personnel to Australia's oil and gas industry. Paul stakes his reputation on his ability to provide best-fit solutions for the specific challenges encountered.

A handwritten signature in black ink, appearing to read "Paul Bacica".

Paul Bacica



Quality Assurance

We pride ourselves on working with our client's policies and procedures whilst collaboratively achieving their goals to a high standard.

Focus Offshore Services' policy and procedure documentation clearly outlines what we expect from our staff and ensures they are accountable at every stage of the project.

These procedures and policies are aligned with industry best practice and are applicable across multiple operational facilities.



OH&S

Focus Offshore Services is driven by a fundamental understanding that all workplace injuries are preventable.

We embrace our moral and legal responsibility for the health and safety of personnel and other parties who may be affected by our operations.

The promotion of health and safety measures is a mutual imperative for management and personnel at all levels.

Focus Offshore Services will do all that is reasonably practicable to prevent personal injury, work related ill health and damage to property and to protect everyone from foreseeable work hazards.

Our safety commitments include:

- ➔ Provide and maintain safe and healthy working conditions
- ➔ Implement risk assessment and control measures to ensure the health and safety of employees and contractors
- ➔ Implement and maintain personal and operational safety standards
- ➔ Encourage all staff to challenge unsafe behaviours and acknowledge safe behaviour to promote a safe working culture
- ➔ Encourage all persons to report incidents (injuries or near misses), unsafe acts or conditions, and assist in incident investigation with the objective of jointly developing measures to prevent recurrence
- ➔ Encourage suppliers and subcontractors to promote good health and safety practices as part of supplier approval and monitoring procedures, and discontinue use of those who do not follow this ethos
- ➔ Co-operate with clients and other parties to reduce occupational health and safety risk.



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