



Seadrill
Stavanger, Norway
www.seadrill.com

Industry:

Engineering & Construction

Annual Revenue:

US\$0.9 billion

Employees:

5,800

Oracle Products & Services:

Oracle Human Resources
Oracle Learning Management
Oracle Advanced Benefits
Oracle Self Service HR
Oracle iRecruitment

Implementor:

Oracle Consulting

“Today we have close to 6,000 employees of 25 different nationalities. Oracle’s HR platform helps to make possible our rapid expansion with operations on five continents.”

– Kjetil Bjørnson, Senior Vice President Human Resources, Seadrill Management AS.

Seadrill’s Global Expansion Supported by Advanced HR System

Seadrill Norge AS is an international company operating in the field of offshore drilling for oil and gas, as well as in the field of well services and maintenance. In cooperation with its partners, Seadrill operates 38 mobile drilling units, of which 11 are under construction. Together these represent an investment of more than US\$5.3 billion. The company has operations in 15 countries on five continents. Seadrill main offices are in Norway, the USA, Singapore and UK. It is listed on the Oslo Stock Exchange.

Challenges

- Establish a global human resources (HR) platform to deal simply and efficiently with the HR-related information that is growing significantly with the company’s global expansion
- Ensure that employees on the company’s oil rigs are trained and certified in accordance with international rules and regulations
- Reduce the administration involved in the recruitment of staff around the world

Solution

- Improved the HR system’s scalability and functionality, and also ensured financial control and reporting in accordance with the Sarbanes-Oxley Act
- Implemented Oracle Learning Management to raise the training levels of employees, and also efficiently handle staff certifications on the company’s oil rigs
- Introduced Oracle Advanced Benefits to deal cost effectively with various types of employee benefits, initially administered by the company’s Houston, Texas office
- Implemented Oracle Self Service HR for efficiently updating employee information
- Simplified and streamlined staff recruitment with Oracle iRecruitment