



6

Streamlining  
Marine Energy  
Consenting



10

Screening  
Study in Great  
South Basin



16

Xodus Gladiators  
Complete BG  
Challenge



ISSUE 6 / OCT 09

# XTRA

The Newsletter for Xodus Group Clients & Employees



13

Scotland's Capital is  
Setting for Latest Xodus  
Group Expansion













## Demand for Environmental Services Leads to Boost In Workforce

We are buoyed by continued growth and are delighted to report that we have experienced a 22% rise in our workforce due to increased market demand for our specialist environmental service, and in particular our marine renewables expertise.

In the last six months we have seen our workforce rise by almost a quarter – bringing the number of people employed by Xodus to 234. With 111 of these employees based at our headquarters in Aberdeen, it is the continued demand for our range of environmental services that has been key to this continued growth.

Over the last three years we have focused on building a strong team, enhancing our service capabilities and expanding internationally. Despite current market conditions that hard work is now coming to fruition and the pace at which we have grown has exceeded even our own ambitions.

The environmental and renewable energy market is a key growth region for the Group. We now have over 35 people working in our environmental division which spans Orkney, Aberdeen and London. Our environmental division in Orkney, Xodus AURORA, is driving much of this growth and the team has won some significant new business in the marine renewables market including contracts with International Power Marine Developments and Airtricity. This coupled with our continued investment in developing new technology puts us in a competitive position in terms of expertise, service capabilities and our technology portfolio.

Taking an integrated approach to project delivery that draws on the breadth of engineering and management skills from across the company's five Divisions, we have experience of working on large, high profile contracts in both the UK and overseas. New business in the environmental sector includes contracts with Shell and BP as well as a 200% increase in sales of our proprietary software tools for improving environmental performance and e-learning.

As one of the largest consultancies in the environmental and renewables sector, we are also forecasting further growth and anticipate having a stable of more than 50 environmental professionals in-house within the next six months ■

# Hannah Makes a Splash at World and British Championships

Hannah Miley, the talented swimmer based in Inverurie near Aberdeen, has been making a splash at major meets at home and abroad in recent months.

With the help of a courtesy car provided by Xodus Group, Hannah is able to focus her attention on a gruelling schedule allowing her to set her sights for gold at London's 2012 Olympics. Hannah has had a stunning year breaking records and winning three British titles in the 200 IM, 400 IM and 200m breaststroke.

An Olympic finalist from last years Beijing Games, she made her World Championship debut in Rome in July coming 6th in the 200 IM final and then helping the women secure bronze in the 4 x 200m relay. Swimming almost to perfection in the final of the 400 IM Hannah was a fingertip away from a medal in a world-class field. She was pipped for the bronze in the dying seconds, but 4th in the world is a huge step forward for Great Britain's only Scottish based female swimmer!

Hot off the World Championships Hannah broke the 200 IM European Record and lowered her own Commonwealth 400 IM record at the Grand Prix short course meet in Leeds before embarking on a few weeks well earned rest.

Talking about her recent achievements Hannah said:

"It is really good to know that I can now compete head to head with the best in the world. I have been very pleased with my performances across the board in recent months and am delighted with my results so far this season. I have stayed injury free and trained hard so this has been a great year for me so far. I know I am getting close to the world record for the 400m IM so I am going to take a look at my split times and see what I can improve on from here." ■

# Cross Xamine

This column, which aims to give a more in-depth insight into staff members, focuses on colleagues in different Divisions every issue.

*Craig and his family visit the Caversham Wildlife Park, WA.*

*Craig taking part in the Orbea Mountain Bike Race, WA, on a wet midwinter day!*

**Name:** Craig Dougary  
**Age:** 27  
**Job title:** Senior Process Engineer

**Wanted to be?** I can't say I ever really had one specific dream job. I fancied myself as a few things... a rockstar, a professional sports person, beer/wine taster or even a lottery winner would have been good!

**What does your job involve?**  
A variety of different tasks which is why I like it. I have had many different experiences and worked on a range of projects in both the Aberdeen and Perth Australia offices. Data gathering, process calculations, process simulations and hands on operations support engineering are just some of what my job involves. I have a great deal of client interaction and deal with lots of people from subsurface through to operations.

**Which exciting Xodus projects are you currently working on?** I actually have a few projects on the go just now. The main project is working on the Greater Western Flank project for Woodside undertaking field development work to move the project towards concept narrowing and concept select, and also helping out occasionally on the flow assurance side of things. It's quite a complex system with 14 different fields so there are plenty of challenging field development and flow assurance aspects. I'm also providing process support to another Woodside project, replacing an existing FPSO which involves working with the process, subsea and operations teams.

**Job highlights?** Working with Xodus has many perks. The diversity of the work which you get involved in is a real bonus. If you need it, helpful experience, knowledge and support are always available from any of

the Xodus offices. The social side to Xodus is also brilliant, there is always something going on!

**Worst bits?** I would say the worst bit of my job would probably have to be the report writing. I am not a big fan of that!

**Hobbies and Interests?** I have a few hobbies and interests. Spending time with my family – playing animal games, talking about dinosaurs, being jumped on, that sort of thing. When I'm not spending time with my family, I am playing rugby for Nedlands RFC, a team Xodus is actually sponsoring, along with my colleagues Matthew Rawlings and Daniel Cockburn. I am quite sporty and enjoy cycling, playing a bit of football and squash too. My more unusual hobby is as a guest bagpipe player for the Western Australia Police Pipe Band. I also play a bit of guitar so I guess you could say I'm pretty musical! ■

# Xodus Gladiators Complete BG Challenge



From Left: Ross Cormack, Jason Potter, Greg Edgar, Chris Cooper, Vanessa Clark and Kayleigh Hughes.



The BG Energy Challenge, held in Snowdonia, Wales, UK, was right up the street, or should we say hill, of the thrill seeking team at Xodus. The event, which is based on the concept of Intelligent Sport, was a multi-faceted affair challenging participants physically, mentally and strategically.

The six tasks set for the teams included riding mountain bikes across rough terrain, canoeing around lakes in the heart of Snowdonia, solving mind boggling puzzles, cracking codes, climbing mountains and orientating through dense forest.

It was the Xodus team's first attempt at such an intense sporting challenge and they did everyone proud.

The team consisted of Vanessa Clark, Chris Cooper, Ross Cormack, Greg Edgar, Kayleigh Hughes and Jason Potter, who all used their excellent teamwork skills to secure 26th place out of the 44 teams entered.

The Xodus team had trained hard showing optimum fitness during the three day challenge. Mountain biking up steep hills and canoeing around the perimeter of a lake in the valleys of Snowdonia could have otherwise proved a daunting experience, especially as most of the team normally commute around the centre of London rather than up mountains

and through forests.

The team blogged in the run up to and during the competition charting the thrills, spills and skills they exhibited along the winding, rocky road to Wales. Talking about the mountain biking task, the Xodus blog said:

"We were doing well in this stage for approximately 5 minutes until... we got lost and couldn't find the path that we were looking for (it didn't exist), we nearly went out of bounds (which would have been a large penalty), Chris went flying over the front of his handlebars and the bike landed on him which strangely did more damage to the bike than Chris and left him with only two gears, and we still couldn't find the path (that didn't exist!)."

Although the team didn't achieve their goal of being placed in the top ten, they were delighted to find out at the awards ceremony on the Saturday evening that they were the winners of the Energy Institute Communication Award. This was

in recognition of the blogs and Facebook communications that the team maintained.



Team Xodus receiving the Communication Award.

The challenge proved to be tough and gruelling, but also fun and rewarding. At the end everyone agreed it was well worth the effort and would be keen to do it again next year!

Team Xodus managed to supersede the required £5,000 fundraising target and the event as a whole raised over £270,000. All the money raised by the teams is now winging its way to CARE International, the overseas development agency and Sparks, the children's medical research charity ■



Stage 1  
A Late Night Drive

**Challenge:** Build a mechanism that would transport a golf ball under one obstacle, over another obstacle and finally land in a bucket.  
**Tools:** Planks of wood, a saw, some screws, a screwdriver and a piece of string (the nut and bolt were ignored!).  
**Time limit:** 1 hour 30 mins  
**Result:** A very mechanically unsound contraption somehow managed to pop the golf ball into the bucket with only 8 minutes to go!



Stage 2  
Mon-Oil-Poly

**Challenge:** Mountain bike around the Bedgellert Forest to locate various gas fields, drilling platforms and power plants.  
**Bonus points:** Collect the complete set of gas fields and then take these to a drilling point for a further bonus.  
**Time limit:** 2 hours 30 mins  
**Result:** Even after getting lost, falling off and breaking bikes, not being able to solve the mind-benders that would lead us to the gas fields... the team ended the stage with a fairly decent result keeping them firmly mid-table.



Stage 3  
Canoe Spot the Difference?

**Challenge:** Demonstrate water skills on the beautiful Llyn Gwynant by paddling around the perimeter of the lake, stopping at 10 picture points. At each point, the team was given two pictures to memorise and take down notes, before handing it back at the next point. The same picture would eventually appear twice with minor differences that the team had to spot.  
**Time Limit:** 2 hours 30 mins  
**Bonus points:** Chris and Kayleigh stunned everyone with incredible concentration and answered most of the 55 questions to gain valuable bonus points.  
**Result:** An impressive 10th place finish, achieving an overall position of 16th on the leader board.



Stage 4  
Snakes & Leaders

**Challenge:** A golf course, a map, a head torch, a leader and night time running; what more do you need on a Friday night? The aim was to run to different checkpoints to move the team up a snakes and ladders board.  
**Time limit:** 1 hour 45 mins  
**Bonus points:** Bonus points were available for landing on the correct squares on the board. However, we had quite clearly adopted a different strategy to our competitors, with our leader sending us vast distances to remote golf holes and control points in an attempt to... tire us out?  
**Result:** Our dreams of a top 10 finish were shattered as we saw ourselves jump immediately into 26th position and mid-table obscurity. It was a great stage however and the strange lights from the hill top golf course must have been quite a sight for the Bangor residents.



Stage 5  
Pentago

**Challenge:** Pentago is a bit like the 21st century version of Connect 4 – only a lot more complicated. The two players take turns placing marbles on a 6 x 6 board, with the aim of getting 5 of their marbles in a row. It gets complicated as after each turn the player also rotates one quadrant of the board by 90 degrees, allowing more ways of lining up 5 in a row.  
**Time limit:** 8 mins per game and 5 games to play.  
**Bonus points:** Bonus points were awarded for winning your game of Pentago.  
**Result:** The Pentago strategy pep-talk however failed to help any of the Xodus team members as we all managed to lose our individual games! Fortunately Greg managed to guide his team-mates to victory in their games to win 3 of 4 games.



Stage 6  
Grand Prix

**Challenge:** This stage had its start and finish on a beach in Anglesey with the biking and running taking place through Newborough Forest. A purely fastest to finish event with no available bonuses, just the chance to be thrown in to jail for a set time when you wrongly answered a question at a question point.  
**Time limit:** 2 hours 30 mins  
**Result:** The whole team ran across the finish line and enthusiastically popped open the celebratory bottle of champagne – before taking a cold dip in the Irish Sea! ■



## XTRA Sports Insight

It has been an incredible summer in the world of rugby. The British & Irish Lions were taking on the Springboks in South Africa, Scotland 'A' were competing in the IRB Nations Cup in Romania and the Xodus Group finest were honing their touch skills in Aberdeen for the upcoming touch league. There were even fake blood injury scandals and recreational drug allegations! Is rugby the new football?

The Lions went to South Africa full of ambition to replicate the victorious tour of Martin Johnson's '97' Lions. The lead up to the First Test went well with the Lions winning all of the matches against the provincial teams. However things were a bit different in the Test matches, the Springboks captain John Schmit scored after five minutes of the First Test and they built up a healthy lead at half time and the game looked to be over. The Lions had other ideas and staged a great fight back with the centre pairing of Jamie Roberts and Brian O'Driscoll causing mayhem in the Springbok defence. The Lions could not quite do it and in the end they narrowly lost 26-21.

The second half fight back gave all the Lions fans real hope that the next Test match was definitely there to be won. The Lions had to win the Second Test or the series was over. The match went right down to the wire with the scores level at 26 all after 79 minutes. The game was then decided by a refereeing decision that went the way of the home team.

Ronan O'Gara the Irish standoff decided to kick back the ball to the Springboks when he could have put it in row Z and taken the draw. In competing for the ball he was ruled to have tackled the player in the air and gave away a penalty. It was all of 55 metres away from goal but Morne Steyn stepped up to slot the goal and win the series for South Africa. The Lions won the Third Test but it was only a game that restored some pride and showed the Lions are still a worthy concept and something the fans

and players love to be involved with. Which team in the world has 30-40,000 fans that will follow them for a month!

Things could have been different. If Euan Murray had been selected at prop for the First Test instead of Phil Vickery the scrum might have gone better and if Ronan O'Gara had kicked the ball out at the end of the Second Test it could have been a winning trip again.

Scotland 'A' went to Romania to compete in the IRB Nations cup captained by Aberdeen's Chris Cusiter with a squad mixed with experience and youth. Chris led the squad superbly in winning all three matches and the tournament by beating France 'A' in their final game. It was a great effort to win the tournament and bodes well for Scotland in the Autumn Tests. Cusiter also picked up the player of the Tournament award – could he be the next Aberdonian to captain the full test team?

Scotland has a new coach in Andy Robinson who did a great job in guiding Edinburgh to second place in the Magners league last season. Many of you may remember him as the England coach a few years ago but that should not take away from the passion and expertise he will bring to his new job as the Scotland head coach! Scotland's first games under him are in November against Fiji, Australia and Argentina. They are three tough games but I expect Scotland to do well in them all – Andy knows that the Nation is desperately in need of a win.

Before the November tests the two Scottish

teams, Edinburgh and Glasgow, will be competing in the Magners League. I expect Max and his team at the Xodus Edinburgh office will be doing their best to get along and support their local professional team... and the league sponsors!

Taking a personal slant on the game, I have just finished helping my new club Clermont Auvergne to an opening game away victory over Bourgoin-Jallieu in the French Top 14. The match was played in 38 degrees heat and I never thought I would see the day I was slapping on factor 50 before a game of rugby. The boys laugh at me but the Costa del Deeside never really prepared me for rugby in the peak of the French summer. I am however now a BIG fan of the post match ice baths – something I would dodge at every opportunity in recent years!

It's back to the French lessons and the air conditioning as I pray for cool winds in the next few weeks. European and World rugby is on the march and the coming months will be very interesting as teams set out their stall for the impending season.

I will update you on my French adventure later in the season. Au Revoir for now ■

Jason White



From left: Gary Horne, Dave Fisher and Angus MacEachran.

## On Top of the World

Scaling new heights is something team Xodus do really well. So when Angus MacEachran completed his final Munro in August, after a 20 year mission to climb up Scotland's highest mountains, he felt on top of the world.

Munro 'bagging' as it is called can take a lifetime to achieve. There are 284 Munros in Scotland, defined by their height which must be over 3,000ft. For Angus it has taken over twenty years to become a 'compleatationist' – reaching all 284 summits.

As a member of Aberdeen-based Hill-walking Club 'XXL', Angus, Senior Consultant Facilities Engineer with Xodus, reached the summit of Aonach Mor with fellow climbers Gary Horne and Dave Fisher – quite an unusual feat for three Munro compleatationists to finish at once. On the day more than 50 people were atop Aonach Mor, situated close to Ben Nevis, so a celebration of whisky, champagne and canapés was enjoyed by all.

Speaking about the best and worst bits of

conquering Scotland's tallest peaks Angus said:

"This has been a twenty year journey for me and I feel quite proud that I have managed to become a Munro compleatationist. I enjoy the solitude of hillwalking, however paradoxically I also take pleasure in the camaraderie of fellow climbers. It keeps me physically fit and the challenge, scenery and nature of Scotland's peaks has made this a more than pleasurable experience. There have been some tough times too, when weather conditions have turned and the terrain has been quite treacherous but that is part and parcel – it comes with the territory."

Robert Buchanan, Senior Consultant at Xodus, was also on hand to see Angus' achievement, as he is a fellow member of the same Aberdeen club.

Some people actually complete all the Munros and then start again, not something Angus plans to do though.

"It's certainly not something I will be doing. I intend to take it a bit easier – mountain biking, climbing a few more mountains and hill walking are still on the agenda and maybe I'll even climb the odd Munro again too, just not 284 of them!" ■



## Perth Office Makes a Run For It!

Each year in Australia, the major cities host a "City-to-Surf" fun run, aimed at motivating unfit people to get fitter. It also raises some much needed cash for various charities.

The Perth run starts near the Xodus Group office in St Georges Terrace. Runners have the option of the 12km "normal" route, a 4km walk, an 11km wheelchair route, a half-marathon and a full marathon, all of which finish near the Indian Ocean surf at City Beach.

Amazingly, almost half of the Perth office decided to give this year's event a go, which was a great incentive for many people to start getting fit (or fitter in a few cases!)

Running to raise money for a child's hand cycle for Wheelchair Sports WA, several of the Xodus runners clocked up over \$ 8000 (AUD) of fundraising support – enough to get two hand cycles shipped from the US to Perth Australia.

Two Perth employees, James Harris and Angus Robertson, even went to the extreme of completing a half marathon and a 12 km event from treadmills in their hotel in Dubai where they were assigned for work! While Claire Lochhead impressively completed the 12 km event whilst four months pregnant. And here was us just thinking she had just come up with a corker of an excuse not to have to run the marathon! ■