

TALENT MANAGEMENT PROGRAM

HR DEVELOPMENT

The key strategic focus in HR is to develop human capital. It is essential for the Company to balance the interests of employees and the Company, create a favorable work environment, and encourage the development and career growth of active employees in order to form effective teams to achieve strategic goals.

For this purpose, the Company has created and is implementing the 'Talent Management' strategic program, which includes a set of projects to develop both professional competencies (hard skills) and managerial competencies (soft skills).

■ SOFT SKILLS



Nestro Lead corporate contest

Selection and advancement of talented and goal-oriented professionals with high professional and managerial skills and the formation of a team of highly qualified personnel to work on the Company's new and existing projects



Remote learning

Online training using the leading media platforms in soft skills, hard skills, general and business English with the provision of access to e-courses and business cases on the corporate WebTutor portal, online conferences, and the Alpina Digital library



Leadership Development School

Continuous development of the talent pool based on the concept of modular training of succession pool candidates



Internal rotation

Filling of open vacancies with the Company's internal employees; the number of internal rotations increases every year, including for international projects.

Projects of the program

■ HARD SKILLS



Nestro Know

A knowledge management system has been designed in accordance with best practices and the Company's specific needs and has the necessary tools to support the entire knowledge management cycle – from recording, searching for, and accumulating to the application and dissemination of information.

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Institute of Experts

A unified system of assessment, development, and coverage of key skills by expertise; selection, functioning, and motivation of the Company's experts

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Petroleum Engineering School

Development of technological competencies among the Company's professionals

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