

# Technical Staffing Services

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## The context

To meet the technical staffing demands of complex projects, energy, engineering and construction companies need to recruit experienced technical specialists. For highly specialised skillsets, recruitment activities will often be global. Companies may also have an obligation to employ local expertise where possible.

## The challenge

Project success relies on having the right skills in the right place at the right time. But recruitment is a skill in itself. Recruiters need an in depth understanding of the labour market, access to a comprehensive database of contacts, the capacity to conduct a global search, as well as the presence to make the most of local expertise.

The challenge for employers goes beyond recruitment. Hiring international personnel brings added responsibilities like securing visas and work permits, negotiating local employment regulations and ensuring national and international tax compliance. Quality ongoing employer support services are also essential for retaining specialist staff.

## Our service

As a leading global supplier of technical staffing services, we recruit highly qualified and experienced technical personnel for the world's largest energy, engineering and construction companies. Our service doesn't stop at recruitment. We offer you a complete solution, providing essential support services for you and your employees. Our aim is to be your partner, taking care of all your technical staffing needs and allowing you to focus on your core business.

### **Global recruitment, local expertise**

We are a truly global operator, with regional recruitment centres in Eastern and Western Europe, Canada, the USA and South America, the Middle East, Western, Central and Southeast Asia and the Indian subcontinent. These offices represent strong local networks, helping you to meet local content targets and benefit from local expertise. In fact our staffing services typically achieve a 3:1 ratio of local to expat staff.

While we recognise the value of sourcing staff locally, we also understand that some skillsets are so specialized they require a comprehensive international search. That's why our regional offices are linked to our online global recruitment database, creating a global network sharing resources and information, and working 24 hours a day to connect the right person with right job, wherever they are.

## **Intertek Knowledge Base: Technical Staffing Services**

### **Contract and permanent placement**

Whether you're seeking to fulfil short-term staffing needs or long term requirements, we are equally skilled at recruiting and retaining people for short-term contracts or permanent placements.

### **Assignment support**

We understand that recruitment doesn't stop at providing you with the best candidates. Our service provides support for recruitment, relocation and retention.

Our offices are strategically located in the world's major industrial locations, which allows our local staff to be your representatives 'on the ground', providing day-to-day support for your valued personnel.

We can organise visas and work permits, travel logistics and 'meet and greet' services for newly arrived employees. Essential, but often complex, local and international tax compliance requirements are taken care of. We can also address health and safety needs by monitoring security risks, vetting accommodation and transport suppliers, and in the event of a situation, coordinating emergency medical evacuation.

Once we've helped you find your ideal candidate, you'll want to maximise their skills and your investment. We can manage all aspects of the employment relationship, making sure that the expectations of employer and employee are met. Even after your project is complete we work to retain staff, giving you access to a pool of talent for future projects.

### **The benefits**

Choosing us as your recruitment partner will give you access the best technical personnel, locally and globally. Our services can help you save time and money by reducing both recruitment time and expense, and freeing you to focus on your core business.

With a track record of recruiting specialist staff for some of the largest energy, engineering and construction companies in the world, we have the reputation to attract high quality, highly qualified candidates.

As a global operator with strong local networks, we're in a position to understand local challenges, and we have the ability to apply global solutions. Our recruiters recognise the value of local expertise, but also have the resources to access international candidates, giving you the best of all worlds,

Our Technical Staffing Services offer a complete solution to your recruitment needs. We work to find you the best candidates, provide logistical support at every stage of recruitment and employment, and work to nurture positive long-term relationships between employee and employer.