

# FIRCROFT

Permanent Recruitment



Permanent Recruitment

## Oil & Gas

### About Fircroft

Fircroft is a leading global provider of recruitment and outsourcing solutions to specialist technical industries.

With a dedicated Permanent division, Fircroft leads the field in delivering client-driven, Permanent recruitment solutions for clients engaged in our specialist markets.

Throughout our history, Fircroft has undergone significant, sustainable expansion to support our clients' operations worldwide. This enables us to locate and deploy suitably qualified candidates in key international markets. As an outsourced partner, we work with our clients on a dedicated basis, addressing requirements for human capital via:

- Extensive research & selection tools
- Advanced technology
- Multiple pro-active resourcing techniques
- Assessment & profiling solutions

### Oil & Gas Sector

Having operated in the oil and gas sector for almost 40 years, we have developed an acute understanding and appreciation for the demands and challenges the industry faces. Our resourcing focuses on the fact that it is fundamental for businesses to employ experienced and highly skilled permanent personnel – efficiently and cost effectively.

We support the recruitment of personnel at various stages of our clients' projects including:

- Conceptual
- Detailed Design
- Commissioning/Validation
- Front End Engineering Design (FEED)
- Construction
- Operations & Maintenance

Within the Oil & Gas sector, Fircroft offers personnel for the following functions:

- General Engineering
- Control & Instrumentation
- Research & Development
- Operations
- Production Engineering
- Project Management

[www.fircroft.com](http://www.fircroft.com)

## Our Disciplines

The list of disciplines we are competent and experienced in recruiting for within the Oil & Gas market is extensive. Listed below are just a few of these:

- Civil & Structural Engineers
- Commissioning Engineers
- Contracts Managers & Contracts Engineers
- Drilling Engineers & Well Engineers
- Electrical Designers & Electrical Engineers
- Engineering Managers
- Geologists & Geophysicists
- Mechanical & Integrity Engineers
- Project Managers & Project Engineers
- Planners/Schedulers & Primavera P3
- Project Controls Engineers
- Pipeline Designers & Pipeline Engineers
- Piping Designers & Piping Engineers
- Process Engineers
- Quality Managers
- Quantity Surveyors
- Reservoir Engineers
- Rotating/Static Equipment Engineers



### Case study: Petro-Canada (International)

#### Client Requirements

Position: Manager of Project Controls

Salary: £80-90k base

Key elements of position: Syria based but internationally mobile, Arabic speaking and Middle or Far East experience.

#### Critical Issues

The position demanded very specific requirements:

- International experience including Middle East/Far East
- Arabic speaking
- Full project life-cycle experience in project controls
- Gas development project experience
- Must be internationally mobile

It is difficult to attract permanent employees for international roles, especially during the current buoyant contractor market.

The client had originally tried to fill the position on a contract basis, but decided for the purpose of company stability, that it was important to increase the permanent to contractor employee ratio.

The difficult to fill nature of the role and Petro-Canada's pressing timescales made a head-hunt method the best option to get the position filled.

#### Fircroft Solution

A presentation was given to Petro-Canada, where we were able to successfully demonstrate above other presenting companies, that we were the best company to deal with on this assignment.

Candidates from key competitors with the correct experience were identified. We began a structured, proactive head-hunting campaign using networking, industry referrals and excellent visibility on key industry job boards.

A search plan was formulated and agreed with Petro-Canada including a Service Level Agreement and delivery timeframes.

We maintained regular communication between the client and the candidates throughout the whole search process, through to offer negotiation and placement.

#### Project Results

We were able to present a short-list of 2 carefully selected and fully qualified individuals who were both interviewed to advanced stage. Both candidates met all the qualifying criteria.

The whole process from search commencement to offer made and accepted took just over 2 months and it was only 5 months to the placement being effective.

The selected candidate not only filled all experience and skills requirements but also had dual nationality status, one of which was local to Syria, providing an excellent cultural fit and fulfilling all Petro-Canada's expectations.

#### Our Client Says...

*"We chose to work with Fircroft on this assignment because of their proven focus on technical recruitment in the oil and gas sector and successes in similar project/facilities roles internationally with key competitors. Fircroft provided a structured search plan and approach to market. Communication was efficient and timely with regular and informative updates.*

*Two good fit candidates were identified and we were successful in filling the role with a candidate who met **all** of our key requirements in time for the EPC project phase commencing."*

Barry Horgan, Human Resource Co-ordinator,  
Petro-Canada