

Flexlife Ltd.

About the client

Our client is a high profile oil and gas business that offers project management and asset integrity products and services to the sub-sea market.

The brief

Following the launch of its Newcastle office, the business retained Nigel Wright as an exclusive partner to lead all recruitment activity for the new site.

Our client had experienced rapid growth prior to its new office launch. Central to this growth has been the businesses commitment to hiring the 'best available engineering talent'. Nigel Wright was tasked with the challenge of building, virtually from scratch, a first class engineering team, drawing on the talent available in the local market. It was also expected to come up with creative ways in which to attract talent from further afield, by selling the benefits of relocating to the North East region.

The new team would consist mainly of Principal Engineers with considerable sector experience. Nigel Wright was expected to focus on the recruitment of high calibre candidates through its ability to sell the scope and challenge of the opportunities to the oil and gas market locally, and beyond. Candidates would be expected to bring niche skills in subsea hardware as well as demonstrating drive, commitment and flexibility as well as customer focused qualities.

Nigel Wright was selected as a recruitment partner for this long term strategic assignment because of its depth of understanding in engineering and the oil and gas industry, the strength and seniority of its networks and the fact that its consultants have all previously worked in the industrial sectors.

Our approach

After meeting with the client, a detailed and robust assignment management process was defined that offered clear, frequent and transparent client communication and visibility throughout. The plan included a weekly update on candidate generation, screening activity and project progress.

Primarily this was a headhunting exercise, and we worked closely with the client during the preliminary stages to map a list of target organisations and specific individuals to be approached. We supplemented this by conducting a rigorous search of our database to identify suitable candidates and include these in the search process. We also used our affiliations with relevant industry bodies, as well as our network of international offices to broaden the search overseas, with the intention of identifying any relevant candidates seeking to return to the UK.

Another key aspect of the project was to advertise on relevant Oil and Gas job boards and online networks. Our internal marketing team also created a micro-website where candidates interested in the opportunities were directed to a dedicated area of the Nigel Wright Website, where they could find out more about the client's culture and vision.

As the business was new to the North East region, we also advised our client to undertake a number of profile-raising activities to coincide with the start of the recruitment process including press advertising, written and designed by Nigel Wright.

The result

This was a very challenging assignment due to the competitive marketplace for first class subsea oil and gas engineers and the limited number of candidates in the local marketplace. Despite this, we were able to successfully deliver a continuous stream of candidates that met the expectations of the client. Each brought experience in flexible pipelines, structures and subsea architecture.

Due to our strong relationships in the sector, we were also able to gather valuable market intelligence for our client that was used to plan for future talent needs over the following six to twelve months. We also added value beyond the brief, by introducing various consultants to the business that could be utilised in the short term on different, ongoing projects.

Our creativity in selling the opportunities in the market also helped to raise awareness of our client's brand in the North East region and beyond.

Client testimonial

We hired Nigel Wright because of its knowledge of the North East market. **Director, Flexlife Ltd.**