

Web site text

Each Country will have the following text;

Job alerts

Sign up for Job Alerts

Be the first to hear about the latest vacancies relevant to you.

Please complete the form below to sign up to our Job Alert service. You can select multiple criteria for Job Type and Disciplines. Fields marked with an asterisk (*) are mandatory. Any jobs that match your search criteria will be sent directly to you immediately.

Work for us

We are a market leading business that has gained a reputation for hard work and success. This reputation is built on the direct actions of our consultants, whom we allow to operate with independence and in their own style. To be successful at Nigel Wright you will need to be credible in front of our customers, understand and assess their situation by being interested in them and in what they tell you, this will allow you to deliver a solution that exactly meets their needs. Throughout your career we will train and develop you, how far you progress will be up to you.

At Nigel Wright we have a high demand for outstanding people to support our international growth. We welcome those who have previously worked in recruitment as well as those seeking to enter the sector. Having knowledge of recruitment or indeed a specific discipline and industry sector, gained through experience, is obviously attractive to us. But above all else, we seek talented and enthusiastic people capable of further strengthening our position as a world leading search and selection company, regardless of how many years and indeed what type of experience they can bring to our company. We offer great careers at Nigel Wright along with management training and development programs and opportunities to progress into senior leadership roles and travel and work in other countries. Nigel Wright isn't just another recruitment company, but rather a global brand associated with striving to be the best it can be. In joining our business, you have our guarantee that we will do all we can to help you succeed in your career.

Vacancies

Entry Level

We are looking for determined, driven individuals who are degree qualified or equivalent with a track record of success within a high quality organisation. Recruitment experience is not essential but applicants must have proven aptitude in building relationships and delivering results. Our consultants require excellent communication skills alongside a competitive and resilient nature. Suitable applicants will be good at handling multiple priorities, gregarious and risk oriented.

Experienced Level

In the ultra-competitive recruitment market Nigel Wright has managed to differentiate itself by attracting consultants who have hands-on experience of the industry and of the roles they recruit into. For example, a number of our Finance division are ACA qualified and our Consumer team has ex-marketing, sales and purchasing professionals amongst its ranks. We welcome applications from individuals interested in changing careers; prior knowledge of recruitment is not required.

Ideal candidates should be:

- Degree qualified (or equivalent) with relevant industry experience;
- Commercially orientated with the ability to act decisively;
- Highly competitive, with a track record of success within a high quality organisation;
- Skilled at developing strong networks;
- Articulate, intelligent and capable of influencing key decision makers;
- Passionate about business;
- International;

With our rapid international expansion we are now looking to hire native language speakers at all levels. We are currently operating predominantly in Europe, and so our priority is people with the ability to conduct business in the following languages: French, German, Dutch, Flemish, Spanish, Italian, Norwegian, Swedish and Danish.

[Link to our work for us pdf.](#)

About us

Overview – Needs to be country specific

UK

Founded in 1988 in Newcastle upon Tyne, Nigel Wright has become the largest recruiter in the North East. Since then our business has grown outside of the region and we now have established offices in London, Aberdeen and Teesside. In each of our UK locations, we offer expertise across a range of key industry sectors and disciplines. The UK is also the hub of our global Consumer, Energy and Executive Search divisions, and each office has dedicated teams focused on national and international assignments in those areas.

France

Nigel Wright is a recognised specialist recruiter in the French market. Our Paris office has been established for a number of years and we are proud to say we now work with a range of fantastic French companies, both international and domestic, operating in the consumer sector as well other core industries in the local market. France is also a key gateway for our business into the Middle East and North Africa, and we have teams based in Paris focused on critical assignments in those regions.

Germany

From its office in Dusseldorf, Nigel Wright Germany has established its position as a leading specialist recruiter. Working with a broad range of clients predominantly in the consumer industry, as well as other various key industry sectors, our German team offers expertise and market knowledge that sets us apart from our local competition. Germany is also a key strategic location for Nigel Wright Group, and our Dusseldorf office often acts as a facilitator and coordinator of client activity in central Europe.

Iberia

Nigel Wright Iberia is a specialist recruiter with a reputation for service excellence and results. With teams located in Madrid and Barcelona, the Division has developed a unique position in the Spanish and Portuguese markets as a strategic partner to the consumer industry, as well as various other industry sectors. Iberia is also a key gateway for our business into the Latin American market, and we have teams, based in Spain, focused on critical assignments in that dynamic region.

Denmark

Nigel Wright has a long and proud history in Denmark. Our office in Copenhagen was our first outside of the UK and our Danish business has since established itself as a leading recruitment provider, recognised by the Danish media. Initially a consumer industry specialist, as Nigel Wright Denmark has grown and added a second office in Aarhus, it has diversified its service offering and now provides expertise in a range of sectors and professionally qualified disciplines covering Fashion, Electronics, Packaging, Ingredients, FMCG and Retail amongst others.

Sweden

Nigel Wright Sweden, with offices in Stockholm and Malmo, is a renowned provider of recruitment services in the Nordic region. The division was launched as an extension of Nigel Wright Group's international consumer industry practise, a sector which has helped fuel its rapid growth. Although consumer industry expertise is still a core part of our brand in Sweden, the division has diversified its expertise and now works with clients in a range of industry sectors.

Norway

From its office in central Oslo, our Norwegian division serves a broad range of clients in the local market as well as the wider Nordic region. Our team in Norway predominantly works with companies operating in the dynamic consumer products and services industries, where it has excellent relationships established over many years and a reputation for success. Because of its strategic location in the North Sea, Norway is also a regional hub for our global energy division.

Switzerland

Nigel Wright Switzerland is a recognised specialist consumer industry recruiter. Switzerland is a strategic location for Nigel Wright Group, as many of our clients in the consumer industry are either headquartered there or have established business units in the country. Our Swiss team can offer expertise in a range of

sub-sectors and disciplines and enjoy relationships with a wide range of domestic as well as international business operating in Switzerland and the surrounding central European region.

The Netherlands

With offices in Amsterdam's World Trade Center, Nigel Wright Netherlands is proud to represent a broad range of domestic and international businesses operating in the dynamic consumer industry. Over many years, our business has established a reputation for service excellence and continues to enjoy relationships with some of the Dutch speaking world's most notable brands. Our team also operate regionally, and can assist clients in neighbouring Belgium and Luxemburg.

Finland

From our office in Helsinki, Nigel Wright's Finnish Division is focused predominantly on the dynamic consumer industry and can offer expertise in a range of specialist recruitment areas. As well as serving local businesses, our Helsinki office also completes our network of Nordic business units and our team here regularly collaborates with consultants based in Denmark, Sweden and Norway on regional assignments.

Core competencies

Nigel Wright has experienced continued growth for over two decades by developing and honing five core competencies that act as the foundations of our business:

Customer Service

Nigel Wright is committed to offering outstanding customer service across all of its markets. Collecting valuable customer data gives us a strategic advantage in the marketplace by allowing us to identify any issues and then make immediate improvements, across all areas of our business.

People and Culture

Our reputation is built on the direct actions of our people, whom we allow to operate with independence and in their own style. They make us a secure, socially responsible and sustainable organisation of international acclaim, as well as a great place to work.

Knowledge and Expertise

Beyond the hiring process, we regularly publish thought leadership reports and organise events focused on a range of issues and trends that are impacting businesses. We believe that our sector knowledge and industry experience is what helps to stand us apart from our competition.

Marketing and Brand Equity

We invest a significant amount of time and money in marketing support. The objective of this is to drive awareness and understanding of our unique service and position in the market and set a level of expectation in the minds of our customers as to what they will experience from us in terms of capability and service levels.

One Global Nigel Wright

Since its formation, Nigel Wright has become a leading specialist international recruitment company. We pride ourselves on being truly global and operate as one business, utilising our network of offices to assist customers in every continent.

Services

Nigel Wright has a track record in providing a fast, responsive and effective service covering all forms of recruitment including interim, permanent, search and contingency solutions. We help organisations overcome the challenge of identifying and attracting high quality talent to support succession planning and work hard to manage candidates' expectations throughout an assignment, including the offer stage and subsequent contract negotiation, and are skilled at reducing the risk of successful counter offers.

Database and advertised search

Our database and advertising search solutions enable us to quickly identify candidates that meet your specific requirements, reducing timescales as well as costs. This service can be utilised for roles at all levels and is often most successful when a particular position is clearly defined, or of a particularly high profile, where advertising will likely produce a good response. We have a first class CRM system as well as established relationships with all of the best and most relevant local and national newspapers and

trade publications. We can also take advantage of a range online tools, including social media, CV search sites and job boards to raise awareness of your opportunities to a wide range of potential applicants.

Executive Search

Our retained project approach brings premium executive search methods to our clients, offering unrivalled quality and a focused solution designed to match specific requirements. Our internal research team support our expert consultants in developing a target talent map, make professional proactive approaches and assess relevant talent. Potential candidates are subject to a rigorous interview process before being carefully selected for shortlist. Our support doesn't stop there; we also work with clients through their own interview and assessment, offer management, on-boarding and induction process.

Preferred Supplier Solutions (PSS)

Preferred supplier relationships are an inevitable result of a competitive marketplace, with high demand for talent and demanding commercial objectives to achieve. In this regard, Nigel Wright's approach is one of mutual partnership, rather than one size fits all. PSL arrangements are developed in collaboration with the client to ensure the optimum service, results and satisfaction are achieved. This approach also gives the client total transparency and confidence with regards to our capabilities, providing a tailored approach for mutual benefit rather than an off the shelf, one size fits all solution.

Contract and Temporary Staffing

The professional contract and interim management market has continued to grow and evolve; fuelled by market demand during the past decade. We are able to support clients' professional contract requirements via Nigel Wright Employment Services (NWES). Given the international nature of the industry, Nigel Wright has also established links with international advisory bodies to support our clients' needs to place contractors globally in line with business requirements.

Campaign Management and Marketing solutions

Whether a client is launching a new division of their business, setting up a new project delivery team or expanding into a new geography, Nigel Wright is able to offer vital support during what is an extremely pressurised scenario. Utilising our recruitment and market expertise our customers outsource their requirements to a skilled team of professionals. By investing time at the briefing stage, we collaborate with clients to understand their needs and determine the specific solutions, providing advice regarding suitable methods, processes, potential challenges and pitfalls. Working hand in hand with the client, Nigel Wright develops solutions with clearly defined milestones to ensure client expectations are managed and delivered.

Talent Mapping and Talent partnerships

In support of our clients' future business plans, Nigel Wright offer a robust talent mapping and succession planning (TMSP) service. Our sector expertise across the world means that we can provide our clients with an in-depth analysis of how their organisational capabilities compare to others in the sector. We can then use our extensive networks to help our clients plan for the future, by identifying the right talent internally and externally for their business.

Vision and Values

Vision

Our vision is to continue to build a secure, socially responsible, and sustainable organisation of international acclaim. Outstanding customer service and innovative solutions make us the best at what we do, the leader in our markets and a great place to work.

Values;

Passion for winning

Through our competitive spirit and desire for accomplishment we aim to be recognised as the best at what we do and we are driven to constantly improve how we perform.

Working collaboratively

We recognise that the best solutions can be reached through team work and believe in developing and enabling our international teams to work closely together to achieve the best results.

Integrity

Honesty and openness are embedded within our organisation. We want our people to always try to do the right thing and be straightforward with each other and with our customers.

Service excellence

Our industry is essentially driven by customer experience and we acknowledge that striving to be excellent in customer service is key to our future success.

Areas of Expertise**1. Disciplines**

We specialise in the appointment of Executive and NEDs, Sales, Marketing, Supply Chain, Manufacturing, Engineering, Finance, Information Technology and Human Resources professionals for local, national and international businesses.

Executive and NEDs

Our executive recruitment consultants are experts in senior level appointments covering all Board positions as well as a variety of Strategic Management and Specialist Adviser roles. Consultants working in our executive division also recruit Non-Executive Directors (NEDs) and have strategic relationships with a variety of business and industry, government as well as non-governmental bodies seeking to appoint NEDs.

Sales and Marketing

Our Sales and Marketing recruitment consultants offer expertise in a variety of key disciplines within the sales and marketing functions including Account Management, Brand Management, Category and Product development, Commercial Management, Sales and Business Development, Bid Management, Marketing Management, E-commerce and all aspects of Digital Marketing. They recruit at all levels within these core disciplines, from entry level right up to Director. Using their intimate knowledge of the sales and marketing disciplines, our experienced consultants can identify and attract the best candidates in the market for clients. Consultants working in our Sales and Marketing recruitment team are specialised by industry sector. This is a fundamentally important aspect of our service as it gives our customers confidence that we truly understand the competitive marketplace in which they operate.

Supply Chain and Procurement

In view of an increasingly global and interdependent economy, as well as a need for organisations to maximise efficiency, minimise costs and meet the exacting customer delivery expectations of their customers, Supply Chain and Procurement is increasingly important across a range of sectors. Our team operate across a range of sub-disciplines which include procurement, planning and scheduling, demand planning and forecasting, buying and merchandising, supplier development management, contract management and warehouse and distribution. Nigel Wright has a proven track record in delivering recruitment solutions from 'professional entry-level' to board level appointments within Supply Chain and Procurement. Our specialist consultants have previous industry experience in this discipline as well as extensive recruitment knowledge, which means that they regularly exceed customer expectations and enjoy a high degree of regular, repeat business as a result.

Manufacturing - Operations

We work with manufacturing clients helping them identify and attract the best talent within production management, operations management, quality management, continuous improvement, manufacturing engineering and maintenance (electrical and mechanical). Our consultants specialising in the manufacturing disciplines recruit at all levels from technicians and team leaders up to directors and work with clients ranging from SMEs to large multinational blue-chips.

Engineering Operations

Our experienced engineering recruitment consultants work closely with clients helping them to recruit some of the most sought-after professionals in a range of sectors. We offer an in-depth understanding of these markets and specialise in recruiting people with specialist engineering skills, knowledge and experience covering structural, design, project management, EC&I, chemical and mechanical roles as well as support functions such as technical authors, cost controllers, document controllers, and estimators.

Finance

Our consultants specialising in finance recruitment are committed to delivering a quality service. Most have an industry background and experience of dealing with key companies across a range of industry sectors. Our consultants are responsible for Finance appointments covering all specialist areas of the broad discipline which range from CFO, FD and FC level to accountant, assistant and newly qualified or part qualified entry level roles. Because of our legacy within the Finance function, we offer clients unrivalled access to the best candidates in the market, whether they are strategists and leaders or contractors adept at assimilating into new environments. This depth of knowledge and expertise ensures that the professional and unique service that we offer to clients and candidates is second to none.

Information Technology

Our Information Technology recruitment consultants have an unrivalled reputation for delivering fast and efficient results for clients. Covering permanent and non-permanent solutions, they recruit at all levels, from graduate through to director, and each consultant specialises in at least one core area of IT covering strategy, programme management, software development, analysis, engineering, web and digital as well as support. Our range of IT roles include Web Developer, Programme Manager, Solutions Architect, CIO, Project Manager, Business Analyst, Mobile Apps Designer, Network Support, Helpdesk, W7 Deployment, Java/J2EE Developer, Service Desk, Desktop Support, SQL DBA, Scrum Master, Tester, 1st/2nd Line Support, MI Analyst, Front End Developer, SharePoint Consultant and Software Engineer. Our consultants adopt a client driven approach and each offer an extensive network of contacts within the broad IT market, as well as a great deal of industry knowledge gained through years of experience. This experience combined with an energetic and enthusiastic approach to working, have led to the team's reputation for being skilled at consistently identifying the right people for the right business and role.

Human Resources

Our specialist HR recruitment consultants bring together years of combined experience and can offer an extensive local, national and international network of contacts, as well as in-depth knowledge of current HR talent trends. They are renowned experts at identifying and attracting hard to find people and offer clients traditional database interrogation or executive search as well bespoke solutions to solve specific recruitment problems. Consultants working in our specialist HR team recruit at all levels, from graduate to board level appointments, dealing with a range of companies from start-ups and SMEs to blue-chips, and are guaranteed to always have access to the best HR talent in the market. Significantly, HR recruiters at Nigel Wright have long standing affiliations with relevant industry bodies and throughout the year organise a number of high profile networking events including workshops, HR director suppers, sector focus lunches, breakfast forums and employment law updates.

2. Sectors

We offer expertise to companies from the Industrial, Manufacturing and Logistics, Consumer, Business and Professional Services, Scientific, Built Environment, Digital and Creative and Public and Third sectors.

Industrial, Manufacturing and Logistics

Nigel Wright is a trusted recruitment partner to the World's industrial, Manufacturing and Logistics sectors. Our clients are diverse and range from local niche suppliers to multi-national, global leaders. We recognise the vital importance of these industries to the future of the Global economy. National companies now lead the world in many of these sectors and continue to push the boundaries in technological innovation, sustainability and process efficiency. Future growth is dependent on sustaining and expanding these essential business sectors.

Consumer products and services

Nigel Wright has been instrumental in developing the talent framework behind many of the best known consumer brands. Our consumer industry division works alongside small family businesses as well as global leading blue-chip companies, supporting them in the selection and development of talent. With an innovative and entrepreneurial approach to solving talent requirements, Nigel Wright's specialist consumer sector consultants thrive in this highly competitive recruitment market. They are committed to delivering a quality service; most have an industry background and all have significant experience dealing with key companies in your sector.

Energy

We work across the whole oil and gas project life cycle, from exploration and production to decommissioning and abandonment. Our clients are involved in all of the major oil and gas sub-sectors covering Reservoirs, Wells, Facilities, Subsea and Marine and Support Services. They are spread

throughout the supply chain and range from publicly listed global operators to private, equity backed SMEs and start-ups. We specialise primarily in the appointment of professionally qualified to executive board level talent in the areas of commercial, technical and corporate functions and offer a range of recruitment solutions including Executive Search, Preferred Supplier Solutions (PSS), Contract, Campaign Management and Talent Mapping.

Business and Professional Services

We recognise that Business and Professional Services is a vitally important sector to national economies and today we are firmly established within this sector, enabling us to offer a bespoke recruitment service that starts with a consultant who intimately knows your business and ends with a fully tailored solution that meets your individual needs. Finding the right person for a particular position is vital for companies working within the Business and Professional Services sector and this is where Nigel Wright's attention to detail comes into its own. Our unsurpassed reputation has been earned by our thorough understanding of the sector and through our close partnerships with key companies, established over three decades.

Scientific and Life Sciences

Nigel Wright offers in-depth expertise and knowledge of the scientific industries encompassing pharmaceuticals, biotechnology, medical devices and R&D. Our consultants have long standing affiliations with relevant industry bodies and our service is broad, skilled and multi-disciplined. As well as specialist scientific roles we also cover Operations, Supply Chain, Engineering, Scientific, Quality, HSE, Sales, Marketing, Finance, HR and IT.

Built Environment

At Nigel Wright, we offer our services across the broad Built Environment industry. Our clients are diverse and include public and private sector organisations ranging from local councils to financial institutions, universities, architects, construction contractors and engineering consultancies. Our service is broad, skilled and multi-disciplined. We focus between management to executive level positions covering contract and permanent staff in the Architecture, Building Surveying, General Practice Surveying, Facilities Management, Building Services Engineering, Civil Engineering, Quantity Surveying and Construction professions. Our key differentiating factors are a focus on the quality of client servicing, in-depth understanding of clients' recruitment requirements and access to the best candidates. We can offer bespoke solutions to solve your specific recruitment problems.

Digital and Creative Industries

Nigel Wright focuses on recruiting high calibre professionals from graduate through to senior level across all key disciplines within this dynamic and fast paced sector, covering technical, marketing, sales and creative roles. Be it e-commerce and customer insight, digital marketing or web technologies, we thoroughly understand the challenges and opportunities within this critical area of the economy. Standards are high and with the demands of the industry come the expectations of the marketplace. Naturally Nigel Wright is prepared for such demands. Our extensive knowledge of the Digital and Creative industries, built over almost three decades of working alongside agency and client side customers, means we have the capability and knowledge to help creative businesses, teams and people thrive.

Public and Third Sectors

We have a strong track record in supporting public sector and third sector organisations through our multi-disciplinary recruitment service. Our consultants recruit at various levels from Project Managers and Service Advisors up to Chief Executives, Directors and Heads of Service, covering full time, part time and interim positions including Non-Executive Director and Trustee positions. Our consultants can advise candidates of all of the options available to them within public bodies to ensure they take the path that suits them best. At the same time, we continue to provide a quality service to public sector clients with integrity and imagination, creating strong and lasting relationships from the outset.

People – yes – note only give job title, office contact details and link through to a LinkedIn profile.

Candidates

Overview

At Nigel Wright we believe that everyone should have a clear idea of where they want to be in their career. However, we also know that sometimes you need a little help in taking the right direction. So once you have registered your details online, one of our experienced consultants will assess what you need to help your career to progress before arranging a face-to-face meeting to discuss the best way to move things forward.

CV submissions

By sending us your CV through our website, it will be directed to an appropriate consultant dealing with your specific discipline and sector. If we can help, we will be in touch to arrange a meeting to discuss your needs in more detail. **Include form**

Register for job alerts

Get the latest jobs by email... Create an email alert so you are the first to hear about jobs that match your requirements. **Include Form**

Advice

What We Will Do For You

As a candidate you can be sure of our discretion and confidentiality throughout every stage of the recruitment process. We will make sure that you are kept informed of all developments and that you are always fully briefed before you attend an interview. To make sure that you get as much as possible from every interview, we always ask for feedback from employers so that you can learn from and build upon the experience.

Representing Our Candidates

When we act on your behalf we think of ourselves as your ambassador, and as such we operate the highest possible standards of service. We think that it's important that you experience an excellent service at all times, even if your application isn't successful. We handle all correspondence on your behalf, saving you valuable time.

The Interview Process

We will provide you with a full briefing of the role, the company and the process to expect. We only put candidates forward for roles that they are interested in and capable of undertaking. Should a candidate be rejected at this stage the rejection is given verbally and the reasoning behind our decision is always fully explained as a guide for future applications.

Candidate Feedback

Applying for a new position involves a huge investment of time and effort. We make sure that we provide comprehensive feedback to candidates following the interview stage. This is important as the information we give will help us to prepare you for the next stage, or move your job search forward in a positive way. Naturally we feel that every stage of the recruitment process is vital, yet we consider the offer management stage crucial. We pride ourselves on being able to manage this delicate stage professionally while remaining unbiased. We often act as a bridge between client and candidate and we will negotiate on your behalf to ensure that an agreement is reached which suits both parties.

Referencing

We provide a referencing service to our clients, who will receive a report detailing your education and professional qualifications, as well as your key competencies for the role. This gives them an excellent all-round perspective on your background and provides them with reassurance that we have found the right person for the right position. You will be treated with complete respect at all stages of this process and can also take comfort that we carry out these checks. Confidentiality is of great importance to us; your details will only be shared with a company in the final stages of the offer process.

Post Placement

Even after the placement is agreed, our job is far from done. We arrange a post-placement review meeting where we can discuss the entire process. The process is important to us as we ask for and act on candidates' comments, building a continually better experience with each appointment.

Employers

Overview

Nigel Wright provide insight across a broad range of disciplines and sectors. We give our clients the opportunity to access the best talent and we can add value by offering tactical advice that goes beyond the recruitment process. We see our involvement with your company as a strategic business alliance, helping you to assemble an exceptional team through effective recruitment activities and additional consultancy services.

Areas of Expertise

3. Disciplines

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Executive and NEDs

Our executive recruitment consultants are experts in senior level appointments covering all Board positions as well as a variety of Strategic Management and Specialist Adviser roles. Consultants working in our executive division also recruit Non-Executive Directors (NEDs) and have strategic relationships with a variety of business and industry, government as well as non-governmental bodies seeking to appoint NEDs.

Sales and Marketing

Our Sales and Marketing recruitment consultants offer expertise in a variety of key disciplines within the sales and marketing functions including Account Management, Brand Management, Category and Product development, Commercial Management, Sales and Business Development, Bid Management, Marketing Management, E-commerce and all aspects of Digital Marketing. They recruit at all levels within these core disciplines, from entry level right up to Director. Using their intimate knowledge of the sales and marketing disciplines, our experienced consultants can identify and attract the best candidates in the market for clients. Consultants working in our Sales and Marketing recruitment team are specialised by industry sector. This is a fundamentally important aspect of our service as it gives our customers confidence that we truly understand the competitive marketplace in which they operate.

Supply Chain and Procurement

In view of an increasingly global and interdependent economy, as well as a need for organisations to maximise efficiency, minimise costs and meet the exacting customer delivery expectations of their customers, Supply Chain and Procurement is increasingly important across a range of sectors. Our team operate across a range of sub-disciplines which include procurement, planning and scheduling, demand planning and forecasting, buying and merchandising, supplier development management, contract management and warehouse and distribution. Nigel Wright has a proven track record in delivering recruitment solutions from 'professional entry-level' to board level appointments within Supply Chain and Procurement. Our specialist consultants have previous industry experience in this discipline as well as extensive recruitment knowledge, which means that they regularly exceed customer expectations and enjoy a high degree of regular, repeat business as a result.

Manufacturing - Operations

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Human Resources

Our specialist HR recruitment consultants bring together years of combined experience and can offer an extensive local, national and international network of contacts, as well as in-depth knowledge of current HR talent trends. Thyme are renowned experts at identifying and attracting hard to find people and offer clients traditional database interrogation or executive search as well bespoke solutions to solve specific recruitment problems. Consultants working in our specialist HR team recruit at all levels, from graduate to board level appointments, dealing with a range of companies from start-ups and SMEs to blue-chips, and are guaranteed to always have access to the best HR talent in the market. Significantly, HR recruiters at Nigel Wright have long standing affiliations with relevant industry bodies and throughout the year organises a number of high profile networking events including workshops, HR director suppers, sector focus lunches, breakfast forums and employment law updates.

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Nigel Wright has been instrumental in developing the talent framework behind many of the best known consumer brands. Our consumer industry division works alongside small family businesses as well as global leading blue-chip companies, supporting them in the selection and development of talent. With an innovative and entrepreneurial approach to solving talent requirements, Nigel Wright's specialist consumer sector consultants thrive in this highly competitive recruitment market. They are committed to delivering a quality service; most have an industry background and all have significant experience dealing with key companies in your sector.

Energy

We work across the whole oil and gas project life cycle, from exploration and production to decommissioning and abandonment. Our clients are involved in all of the major oil and gas sub-sectors covering Reservoirs, Wells, Facilities, Subsea and Marine and Support Services. They are spread throughout the supply chain and range from publicly listed global operators to private, equity backed SMEs and start-ups. We specialise primarily in the appointment of professionally qualified to executive board level talent in the areas of commercial, technical and corporate functions and offer a range of recruitment solutions including Executive Search, Preferred Supplier Solutions (PSS), Contract, Campaign Management and Talent Mapping.

Business and Professional Services

We recognise that Business and Professional Services is a vitally important sector to national economies and today we are firmly established within this sector, enabling us to offer a bespoke recruitment service that starts with a consultant who intimately knows your business and ends with a fully tailored solution that meets your individual needs. Finding the right person for a particular position is vital for companies working within the Business and Professional Services sector and this is where Nigel Wright's attention to

detail comes into its own. Our unsurpassed reputation has been earned by our thorough understanding of the sector and through our close partnerships with key companies, established over three decades.

Scientific and Life Sciences

Nigel Wright offers in-depth expertise and knowledge of the scientific industries encompassing pharmaceuticals, biotechnology, medical devices and R&D. Our consultants have long standing affiliations with relevant industry bodies and our service is broad, skilled and multi-disciplined. As well as specialist scientific roles we also cover Operations, Supply Chain, Engineering, Scientific, Quality, HSE, Sales, Marketing, Finance, HR and IT. The type of service we offer is unique..

Built Environment

At Nigel Wright, we offer our services across the broad Built Environment industry. Our clients are diverse and include public and private sector organisations ranging from local councils to financial institutions, universities, architects, construction contractors and engineering consultancies. Our service is broad, skilled and multi-disciplined. We focus between management to executive level positions covering contract and permanent staff in the Architecture, Building Surveying, General Practice Surveying, Facilities Management, Building Services Engineering, Civil Engineering, Quantity Surveying and Construction professions. Our key differentiating factors are a focus on the quality of client servicing, in-depth understanding of clients' recruitment requirements and access to the best candidates. We can offer bespoke solutions to solve your specific recruitment problems.

Digital and Creative Industries

Nigel Wright focuses on recruiting high calibre professionals from graduate through to senior level across all key disciplines within this dynamic and fast paced sector, covering technical, marketing, sales and creative roles. Be it e-commerce and customer insight, digital marketing or web technologies, we thoroughly understand the challenges and opportunities within this critical area of the economy. Standards are high and with the demands of the industry come the expectations of the marketplace. Naturally Nigel Wright is prepared for such demands. Our extensive knowledge of the Digital and Creative industries, built over almost three decades of working alongside agency and client side customers, means we have the capability and knowledge to help creative businesses, teams and people thrive.

Public and Third Sectors

We have a strong track record in supporting public sector and third sector organisations through our multi-disciplinary recruitment service. Our consultants recruit at various levels from Project Managers and Service Advisors up to Chief Executives, Directors and Heads of Service, covering full time, part time and interim positions including Non-Executive Director and Trustee positions. Our consultants can advise candidates of all of the options available to them within public bodies to ensure they take the path that suits them best. At the same time, we continue to provide a quality service to public sector clients with integrity and imagination, creating strong and lasting relationships from the outset.

Services

Nigel Wright has a track record in providing a fast, responsive and effective service covering all forms of recruitment including interim, permanent, search and contingency solutions. We help organisations overcome the challenge of identifying and attracting high quality talent to support succession planning and work hard to manage candidates' expectations throughout an assignment, including the offer stage and subsequent contract negotiation, and are skilled at reducing the risk of successful counter offers.

Database and advertised search

Our database and advertising search solutions enable us to quickly identify candidates that meet your specific requirements, reducing timescales as well as costs. This service can be utilised for roles at all levels and is often most successful when a particular position is clearly defined, or of a particularly high profile, where advertising will likely produce a good response. We have a first class CRM system as well as established relationships with all of the best and most relevant local and national newspapers and trade publications. We can also take advantage of a range online tools, including social media, CV search sites and job boards to raise awareness of your opportunities to a wide range of potential applicants.

Executive Search

Our retained project approach brings premium executive search methods to our clients, offering unrivalled quality and a focused solution designed to match specific requirements. Our internal research

team support our expert consultants in developing a target talent map, make professional proactive approaches and assess relevant talent. Potential candidates are subject to a rigorous interview process before being carefully selected for shortlist. Our support doesn't stop there; we also work with clients through their own interview and assessment, offer management, on-boarding and induction process.

Preferred Supplier Solutions (PSS)

Preferred supplier relationships are an inevitable result of a competitive marketplace, with high demand for talent and demanding commercial objectives to achieve. In this regard, Nigel Wright's approach is one of mutual partnership, rather than one size fits all. PSL arrangements are developed in collaboration with the client to ensure the optimum service, results and satisfaction are achieved. This approach also gives the client total transparency and confidence with regards to our capabilities, providing a tailored approach for mutual benefit rather than an off the shelf, one size fits all solution.

Contract and Temporary Staffing

The professional contract and interim management market has continued to grow and evolve; fuelled by market demand during the past decade. We are able to support clients' professional contract requirements via Nigel Wright Employment Services (NWES). Given the international nature of the industry, Nigel Wright has also established links with international advisory bodies to support our clients' needs to place contractors globally in line with business requirements.

Campaign Management and Marketing solutions

Whether a client is launching a new division of their business, setting up a new project delivery team or expanding into a new geography, Nigel Wright is able to offer vital support during what is an extremely pressurised scenario. Utilising our recruitment and market expertise our customers outsource their requirements to a skilled team of professionals. By investing time at the briefing stage, we collaborate with clients to understand their needs and determine the specific solutions, providing advice regarding suitable methods, processes, potential challenges and pitfalls. Working hand in hand with the client, Nigel Wright develops solutions with clearly defined milestones to ensure client expectations are managed and delivered.

Talent Mapping and Talent partnerships

In support of our clients' future business plans, Nigel Wright offer a robust talent mapping and succession planning (TMSP) service. Our sector expertise across the world means that we can provide our clients with an in-depth analysis of how their organisational capabilities compare to others in the sector. We can then use our extensive networks to help our clients plan for the future, by identifying the right talent internally and externally for their business.

Knowledge Centre

In this section we have collated some of the resources designed to support our clients and candidates. You can access brochures outlining our services, thought leadership reports on the latest industry and discipline trends, information concerning recruitment strategy, salaries and careers as well as our latest news and analysis.

We believe that our discipline and industry knowledge is what helps to stand us apart from our competition.

News

Marketing services

When an assignment merits a creative search solution, our in house marketing and design team will manage the whole process for you. This includes developing campaigns and designing content, through to media planning and mailing out or placing advertisements. We also regularly create candidate packs and client micro-sites for our clients. These are intended to highlight career opportunities and provide greater insight into what it's like working for our clients.

Advertising

To ensure that the candidate attraction process is effectively executed it's really important that information concerning financial packages, job specifications, pension arrangements and relocation requirements are communicated clearly. Our in-house team can ensure that this side of your recruitment project is taken care of through producing first-rate clear and concise messages, tailored to your needs.

Candidate communications

Occasionally, advertising is not enough to attract the right talent and therefore a more in-depth sell is required. There are a range of options that can be used to get the attention of your ideal candidates. Broadly, this in-depth sell can encompass information presented online or in direct-mail communications, sent to targeted individuals.

Job advert email campaigns

We have an extensive database of candidates and communicate with them on a regular basis. When an assignment requires it, we can enhance spoken communication with job advert e-mailers, sent directly to the inbox of a potential candidate. These communications are highly effective at successfully attracting candidates who are not active on the job market.

Candidate Packs

Typically they contain detailed information about the company, its place in the market, its culture, the role, location, package and much more. These packs are a tangible item that creates a point of difference in the marketplace and have proved to be highly effective for large, high value recruitment assignments.

Client Microsites

In addition to or to compliment a candidate pack we also offer our clients a detailed micro site, hosted on our own website. This follows a proven template to ensure that potential candidates are able to get a full picture of the role and the company.

Down loads**GROUP**

Since its formation in the 1980s, Nigel Wright has become a leading name in the recruitment industry.

Nigel Wright operates across four global territories: Europe, The Americas, Middle East and Africa and Asia Pacific. In each region we work with multinational as well as domestic companies, supporting them with international, regional and national recruitment assignments.

Our business is structured around three key divisions; Consumer, Energy and Executive Search. We also offer a range of additional sector and discipline expertise at a local level within each of the countries we operate in.

Currently, we have eleven offices from which to support our growing client base. Our current locations are: Newcastle, London, Aberdeen, and Teesside; Copenhagen and Aahaus; Stockholm and Malmo, Dusseldorf, Madrid, Oslo and Paris.

Consumer Division

Since its formation in the 1980s, Nigel Wright has grown to become the world's leading specialist consumer industry recruitment firm. The business works exclusively with clients and candidates operating across the global consumer sector, covering everything from food and drink, fashion, personal and household products to services such as retail and ecommerce, finance and

Energy Division

Nigel Wright is also known for its expertise in the global energy sector. We cover a broad range of energy industry areas including extraction, refining and distribution. Our clients include manufacturers, operators and consultancies involved in subsea, offshore and onshore activities across the world.

Executive Search

Our retained project approach brings premium executive search methods to our clients, offering unrivalled quality and a focused solution designed to match specific requirements. Our internal research team support our expert consultants in developing a target talent map, make professional proactive approaches and assess relevant talent. Potential candidates are subject to a rigorous interview process before being carefully selected for shortlist. Our support doesn't stop there; we also work with clients through their own interview and assessment, offer management, on-boarding and induction process.

Local Markets

In our local markets our consultants work exclusively with local clients and represent locally based candidates. We can develop this model, focused on professionally qualified recruitment projects, wherever we have a permanent office.

Global Presence – our maps/regions

Where we operate

Nigel Wright operates across five global territories: Europe, Central and Eastern Europe, The Americas, Middle East and Africa and Asia Pacific. In each region we work with multinational as well as domestic companies, supporting them with international, regional and national recruitment assignments. Currently, we have eleven offices from which to support our growing client base;. Our current locations are: Newcastle, London, Aberdeen, Copenhagen, Aarhus Dusseldorf, Madrid, Oslo, Paris, Malmo and Stockholm

Asia Pacific

Over the past fifty years the Asia Pacific region has developed some of the world's most successful economic and financial centres. These centres have attracted the biggest names in global banking and professional services. The presence and success of the professional services sector has encouraged and helped to fund a growing consumer products and services sector. In turn consumer demand has seen the emergence of new clean manufacturing industries that now complement the banking and professional services sector. The production networks that have developed as a result of this growth extend throughout the Asia Pacific region and link together suppliers in diverse economies to form an intricate and inter-dependent matrix. Global as well as regional demand for consumer products and services in the Asia Pacific region is fuelling growth at a rapid pace. Key skills sets are in demand as companies compete for business. Nigel Wright successfully combines industry expertise and intimate knowledge of the Asia Pacific region to provide our clients with local and international talent that meets their staffing needs.

Europe

Europe is a vibrant economy with a mix of large and small nations competing in an open and free market. As barriers to cross border trade have eroded the opportunities for ambitious businesses to gain market share in new and emerging territories are widespread. In the consumer products and services sector there has been a steady growth in demand for key skills. Traditionally these have been in the areas of international sales and marketing, but more recently we have seen demand for supply chain and operational expertise come to the fore, driven by continued pressure to manage costs more efficiently. In addition to these traditional skills sets we are seeing more consistency in the demand for e-commerce experts, a trend likely to continue as retailers adjust to meet changing consumer habits. Nigel Wright has been serving markets in Europe for over 20 years and it is our ability to conduct business in all major European languages combined with our in-depth sector expertise that ensures world class results for our clients time after time.

Middle East and Africa

The Middle East and African region is one of the most economically diverse markets in which we operate. With rapid modernisation taking place in key economic regions and a burgeoning population there is huge opportunity for companies to succeed. Improving transport and communications links and investment in the economic leverage of abundant natural resources is fuelling a growing consumer middle class who are demanding the best goods and services available. Individual mobility means that not only do we need to understand the local talent markets, but national and international coverage is critical if any recruitment services supplier is going to meet the exacting demands of the regions customer base. Strong relationships are required to overcome the challenges in this socially and economically volatile region. At Nigel Wright our experienced consultants bring both language capability, cultural and above all market knowledge to the search process. This combination enables us to provide game changing results for our clients. We continue to expand our operations in the Middle East and Africa and our track record of placing candidates in key roles within multinational and local companies throughout the region is testament to our high levels of service and in-depth knowledge of the market.

Central Eastern Europe and Russia

The economies of Central Eastern Europe and Russia are growing rapidly as consumer wealth and mobility increases. The result is an increasingly complex recruitment landscape requiring a sympathetic yet rigorous approach. The rise of consumerism is largely unstoppable and infrastructures are being built

around successful brands meeting consumer demands. Our business in the region began with us supporting some of the world's biggest consumer companies as they expanded their operations in Central Eastern Europe and Russia. Now we are servicing a range of sector, helping companies sell products and services beyond regional and national boundaries. Our network of offices is well placed to support clients throughout Central Eastern Europe and Russia and our consultants are able to source talent from anywhere in the world, to meet the exacting standards needed to succeed in this fast moving economic region.

The Americas

To effectively serve our client's operations in the Americas we focus on the major regional and economic hubs. This enables us to support key areas of growth in North America and in the principal regions of Central and South America. North America is one of the world's strongest exporters of goods and services. We have worked alongside national businesses as well as non US backed investment projects, to help facilitate growth in line with the ongoing recovery of the domestic economy. We have built extensive networks in South America to support our client's development. For many years, we have been involved in locating and relocating talent in the Americas and we see a constant 'two way' flow of top executives between the North and South, as well as between the Americas and the rest of the developed world. Never before has the market for talent been so global.

Consumer Products and Services Division

Consumer Products

Nigel Wright specialises in the appointment of commercial, operations and business support professionals for national and international consumer products and services companies. We understand the differences between premium and luxury, on and off trade, retail and wholesale, chilled and ambient, high street and high end and this means we find you people that will immediately understand your business.

Our business has evolved with the consumer sector and we now service clients involved in consumer products across a range of areas including:

- Food & Drink**
- Health & Beauty**
- Consumer Electronics**
- DIY**
- Fashion and Apparel**
- Household Products**
- Luxury Goods**
- OTC pharmaceuticals**

Consumer Services

Nigel Wright specialises in the appointment of sales, marketing, operations and business support professionals for national and international consumer services companies. Our business has evolved with the consumer sector and we service clients involved in consumer services across a range of industries including:

- Leisure & Entertainment**
- Media and publishing**
- Retail and E-commerce**
- Travel**

Energy Division

Nigel Wright Energy is a trusted recruitment partner to the global oil and gas sector. Our clients are diverse and range from local niche suppliers to multi-national, global leaders. Our division boasts strong industry relationships, an ever growing database of the best in-demand candidates and a growing team of consultants, all of whom have a long tenure and great experience working within the industry. We have an intimate understanding of the trends that are impacting the sector and can advise clients on key strategic areas that go beyond the hiring process.

Specialisms

We work across the whole Oil and Gas project life cycle, from exploration and production to decommissioning and abandonment covering Reservoirs, Wells, Facilities, Subsea and Marine and Support Services.

Reservoirs

Oil and Gas reservoirs are essentially the subsurface pools of hydrocarbons, such as crude Oil or Natural Gas. These reservoirs need to be identified, investigated, analysed and continuously monitored before and during development. Our Reservoir recruitment capability extends across geotechnical and geo-scientific, seismic, data storage and analysis and reservoir engineering.

Wells

An Oil and Gas Well is the boring of the earth's surface designed to find and extract Oil and Gas. There are several key stages during the life of a well including drilling, completions, production and abandonment. Our Wells team support clients with requirements in engineering and services for drilling, completions, abandonment, laboratory services, equipment design and manufacturing.

Facilities

An Oil and Gas facility provides an integral range of functions in relation to wells, drilling, extraction, processing and temporary storage of product before it is brought to shore for refining and marketing. Such facilities also provide accommodation and essential infrastructure. Our experts in Facilities provide recruitment solutions for engineering services, operations and maintenance; as well as structural design, fabrication, precision engineering, manufacturing, inspection and decommissioning.

Subsea and Marine

Subsea and Marine activities within Oil and Gas are broad ranging, but typically refer to technology and methods across Oil and Gas developments. Our Subsea and Marine capabilities extend to disciplines across lifting operations, SURF, pipe lay, FSP / FPSO, vessel construction and modification, IRM, subsea and marine equipment design and manufacture.

Support Services

Support services comprise of a wide range of activities, but all with the ultimate aim of ensuring Oil and Gas operations perform efficiently and effectively. Our recruitment activities within this arena comprise transportation and logistics, QHSE, Risk, Finance, Legal and Insurance.

Executive Search Division

Nigel Wright Executive Search is a specialist search business that focuses on director and 'c-level' placements. Our practice covers board and general management, commercial, operational and support functions. We have a strong international network of senior contacts that can advise on projects across geographies or industries. Our clients benefit from a service that includes in-depth candidate assessment as well as invaluable market research that informs strategic decisions beyond the hiring process.

Our approach

UNDERSTANDING

Before any assignment we will take the time to thoroughly understand your business culture, strategic outlook, financial status and operational challenges. We can then advise you with confidence, on the types of skills, qualifications and experience you should consider, in prospective candidates.

TALENT MAPPING

We offer a robust talent mapping and succession planning (TMSP) service. Our expertise in the consumer sector across the world means that we can provide our clients with an in-depth analysis of how their organisational capabilities compare to others in the sector. We then use our extensive networks to help our clients plan for the future, by identifying the right talent internally and externally for their business.

RESEARCH AND SOURCING

We believe that a research led approach will guarantee exceptional results. We have dedicated research teams (covering 21 languages) responsible for the EMEA, Asia-Pacific and Americas regions. By drawing on our comprehensive global network of consumer industry leaders, relevant industry bodies and venture capital houses, we ensure that we are kept fully informed of market movements and trends.

CONFIDENTIALITY

Our clients recognise and rate our discrete service. Because of our credibility in the marketplace as a specialist, we are able to search on your behalf without divulging the details of your business.

ADVERTISING

For some clients, understanding the various advertising options that are available is also important - to ensure that a role receives full coverage. Our multilingual teams have produced copy in various languages, depending on client requirements. We have a portfolio of marketing material that has supported global assignments, as well as local knowledge of the most cost effective advertising options across multiple territories.

INTERVIEW AND EVALUATION

We engage in a rigorous examination of candidates beyond the resume and go into great detail to ensure that we have a full understanding of their achievements. Only the highest calibre of candidate is put forward for client interview. Our commitment is to match expertise and personality with the culture of our clients' business. We produce comprehensive reports for all shortlisted candidates, which clients receive prior to the interview stage.

CLIENT INTERVIEWS

We will arrange all aspects of the interview including logistical arrangements. We can suggest the most appropriate type of interview to conduct. This could include: structured, chronological, criteria or competency based. Post-interview we will also arrange and conduct candidate references.

MARKET INTELLIGENCE

During the search process our team of consultants and researchers collect valuable market information that is presented to you in a report at the end of the assignment. This report includes feedback and opinions on the role and industry sector trends, competitor analysis and salary benchmarks.

OFFER MANAGEMENT

We will have a clear understanding of the candidate's expectations, which are always aligned with the client's offer. Our consultants can ensure that the best possible terms are negotiated for the client. It is essential that the candidate and client settle on a commercial agreement that suits both parties. If required, we can advise on contracts and employment law.

EXECUTIVE ASSESSMENT

Testing and assessment is available to clients that wish to gain further insight into the suitability of prospective candidates. We can provide a range of services that are objective, standardised, reliable and unbiased, including psychometric testing. These methods accurately predict which people have the potential to succeed in your business. The range of services includes: Ability testing, Personality profiling, Motivation assessment, Integrity testing, Design and delivery of assessment centres.

The benefits

We are renowned as a premium, specialist executive search consultancy that has credibility in the marketplace and the ability to attract only the highest calibre individuals. We see our involvement with your company as a strategic business alliance. We will work as an advisor to your business and help you to realise and assemble an exceptional leadership team. Nigel Wright Executive Search can ensure that you maximise your return on investment by providing you with talented individuals who have the ability to strengthen your position in the market and help your company grow. We employ consultants that intimately understand your industry as well as the leadership challenges you face. They will ensure that candidate's career motivations are aligned with your businesses values and ambitions. Each assignment is managed by a specialist consultant who is supported by a team of researchers. We treat each project individually and tailor the solution to meet the needs of your business.

T&C's

Privacy Policy

Nigel Wright Consultancy Limited is committed to protecting the privacy of our clients and candidates. Our website ensures that you receive a safe and secure user experience. We make every effort to ensure that the information we receive remains private and used solely for the purposes outlined. We do not disclose details of your individual visits to our website or personal information that you provide to any outside parties without your consent.

Disclaimer

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Nigel Wright Consultancy Ltd does not guarantee that any employer or client will ask for a candidate's information, ask to interview a candidate or hire a candidate, or that any candidates will be available or will meet the needs of any employer or client.

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EXECUTIVE

HOME

Our areas of expertise

Nigel wright executive search is a specialist search business that focuses on director and 'c-level' placements. Our practice covers board and general management, commercial, operational and support functions. We have a strong international network of senior contacts that can advise on projects across geographies or industries. Our clients benefit from a service that includes in-depth candidate assessment as well as invaluable market research that informs strategic decisions beyond the hiring process.

Products

Remove

Services

Remove

Latest news

Global, non energy

Job search

Remove this

Banners

- Global Reach

We can find the best candidates anywhere in the world. If you require a local, national or international search, we have the necessary contacts in your markets to get the results you need.

- Local Knowledge

We have consultants present in each of our key territories. They all have strategic relationships with managements up to board level executives that extend over a number of years. This gives us an in-depth knowledge of your national talent pool.

- Industry Specialists

All of our search consultants have first hand industry experience and can quickly understand your needs and the solution you require.

- All forms of search

We offer our clients executive search and selection, headhunting and professional networking, talent mapping, research and sourcing and market Intelligence, focusing on director and 'c-level' placements.

ABOUT US

Overview

Nigel wright executive search is a specialist search business that focuses on director and 'c-level' placements. Our practices cover board and general management, commercial, operational and support functions.

For over two decades we have employed a robust, research led search process, to identify and secure talent around the globe for some of the world's leading companies.

We have a strong international network of senior contacts that can advise on projects across geographies or industries. Our clients benefit from a service that includes in-depth candidate assessment as well as invaluable market research that informs strategic decisions beyond the hiring process.

All of our search consultants have first hand industry experience and can quickly understand your needs and the solution you require.

Our Capability (Change to Our Approach)

Overview

We are renowned as a premium, specialist executive search consultancy that has credibility in the marketplace and the ability to attract only the highest calibre individuals.

We see our involvement with your company as a strategic business alliance. We will work as an advisor to your business and help you to realise and assemble an exceptional leadership team.

Nigel Wright Executive Search can ensure that you maximise your return on investment by providing you with talented individuals who have the ability to strengthen your position in the market and help your company grow.

We employ consultants that intimately understand your industry as well as the leadership challenges you face. They will ensure that candidate's career motivations are aligned with your businesses values and ambitions.

Each assignment is managed by a specialist consultant who is supported by a team of researchers. We treat each project individually and tailor the solution to meet the needs of your business.

Understanding

Before any assignment we will take the time to thoroughly understand your business culture, strategic outlook, financial status and operational challenges. We can then advise you with confidence, on the types of skills, qualifications and experience you should consider, in prospective candidates.

Talent Mapping

We offer a robust talent mapping and succession planning (TMSP) service. Our expertise in the consumer sector across the world means that we can provide our clients with an in-depth analysis of how their organisational capabilities compare to others in the sector. We then use our extensive networks to help our clients plan for the future, by identifying the right talent internally and externally for their business.

Research and sourcing

We believe that a research led approach will guarantee exceptional results. We have dedicated research teams (covering 21 languages) responsible for the EMEA, Asia-Pacific and Americas regions. By drawing on our comprehensive global network of consumer industry leaders, relevant industry bodies and venture capital houses, we ensure that we are kept fully informed of market movements and trends.

Confidentiality

Our clients recognise and rate our discrete service. Because of our credibility in the marketplace as a consumer specialist, we are able to search on your behalf without divulging the details of your business.

Advertising

For some clients, understanding the various advertising options that are available is also important - to ensure that a role receives full coverage. Our multilingual teams have produced copy in various languages, depending on client requirements. We have a portfolio of marketing material that has supported global assignments, as well as local knowledge of the most cost effective advertising options across multiple territories.

Interview and evaluation

We engage in a rigorous examination of candidates beyond the resume and go into great detail to ensure that we have a full understanding of their achievements. Only the highest calibre of candidate is put forward for client interview. Our commitment is to match expertise and personality with the culture of our clients' business. We produce comprehensive reports for all shortlisted candidates, which clients receive prior to the interview stage.

Client interviews and assessment

We will arrange all aspects of the interview including logistical arrangements. We can suggest the most appropriate type of interview to conduct. This could include: structured, chronological, criteria or competency based. Post-interview we will also arrange and conduct candidate references.

Market Intelligence

During the search process our team of consultants and researchers collect valuable market information that is presented to you in a report at the end of the assignment. This report includes feedback and opinions on the role and industry sector trends, competitor analysis and salary benchmarks.

Offer Management

We will have a clear understanding of the candidate's expectations, which are always aligned with the client's offer. Our consultants can ensure that the best possible terms are negotiated for the client. It is essential that the candidate and client settle on a commercial agreement that suits both parties. If required, we can advise on contracts and employment law.

Executive Assessment

Testing and assessment is available to client's that wish to gain further insight into the suitability of prospective candidates. We can provide a range of services that are objective, standardised, reliable and unbiased, including psychometric testing. These methods accurately predict which people have the potential to succeed in your business. The range of

services includes: Ability testing, Personality profiling, Motivation assessment, Integrity testing, Design and delivery of assessment centres.

Vision

Our vision is to continue to build a secure, socially responsible, and sustainable organisation of international acclaim. Outstanding customer service and innovative solutions make us the best at what we do; the leader in our markets and a great place to work.

Our areas of expertise

Remove

Our people

Board plus executive

CANDIDATES

Potentially remove this tab.

EMPLOYERS (Do we need this tab?)

Overview

We are renowned as a premium, specialist executive search consultancy that has credibility in the marketplace and the ability to attract only the highest calibre individuals.

We see our involvement with your company as a strategic business alliance. We will work as an advisor to your business and help you to realise and assemble an exceptional leadership team.

Nigel Wright Executive Search can ensure that you maximise your return on investment by providing you with talented individuals who have the ability to strengthen your position in the market and help your company grow.

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Our process

Fine

Case studies

Remove

MEDIA AND RESOURCES (Change to knowledge center)

Overview

Fine

News

Executive focus

Advertising

To include examples of candidate packs and microsites

Downloads

Fine

WORK FOR US

Remove?

CONTACT US

Fine

ENERGY

HOME

Our areas of expertise

We work across the whole oil and gas project life cycle, from exploration and production to decommissioning and abandonment. Our clients are involved in all of the major oil and gas sub-sectors covering Reservoirs, Wells, Facilities, Subsea and Marine and Support Services. They are spread throughout the supply chain and range from publicly listed global operators to private, equity backed SMEs and start-ups. We specialise primarily in the appointment of professionally qualified to executive board level talent in the areas of commercial, technical and corporate functions and offer a range of recruitment solutions including Executive Search, Preferred Supplier Solutions (PSS), Contract, Campaign Management and Talent Mapping.

Specialisms

Reservoirs

Wells

Facilities

Subsea and Marine

Support Services

Services

Executive Search

Preferred Supplier Solutions (PSS)

Contract

Campaign Management

Talent Mapping

Disciplines

Latest news

Global, non consumer focused

Banners

Welcome to Nigel Wright

A specialist consultancy operating within the dynamic global oil and gas market.

Global Reach

We can find the best candidates from anywhere in the world. If you require a local, national or international search, we have the candidates and contacts in your markets to get the results you need.

Local Knowledge

Our consultants have strategic relationships with key contacts within each of our territories that extend over a number of years. This gives us an in-depth knowledge of your national talent pool.

Energy sector specialists

Nigel Wright is a trusted recruitment partner to the global oil and gas sector. Our clients are diverse and range from local niche suppliers to multi-national, global leaders.

ABOUT US

Overview

Nigel Wright is a trusted recruitment partner to the global oil and gas sector. Our clients are diverse and range from local niche suppliers to multi-national, global leaders. Founded in 1988 in Newcastle upon Tyne, we now have established offices in London, Aberdeen, Paris, Dusseldorf, Madrid, Copenhagen, Stockholm and Oslo.

Despite recent developments in renewable energies, the oil and gas industry remains one of the key engines for growth for the global economy. The industry is worth £2.98 trillion and a constant stream of investment is further increasing this figure each year. In addition to industry growth, high retirement rates, changes in tax regimes and an ever increasing global demand for energy are putting a great amount of pressure on candidate demand. With the demand for skilled employees currently exceeding the supply, industry employers are looking for ways to attract and retain talent. Our experienced consultants work closely with companies to recruit some of the most sought-after professionals in the sector.

With a core focus in Oil and Gas on a global scale, we work across the whole oil and gas project life cycle, from exploration and production to decommissioning and abandonment. Our clients are involved in all of the major oil and gas sub-sectors covering Reservoirs, Wells, Facilities, Subsea and Marine and Support Services. They are spread throughout the supply chain and range from publicly listed global operators to private, equity backed SMEs and start-ups. We specialise primarily in the appointment of professionally qualified to executive board level talent in the areas of commercial, technical and corporate functions and offer a range of recruitment solutions including Executive Search, Preferred Supplier Solutions (PSS), Contract, Campaign Management and Talent Mapping.

Our service

Our dedicated teams manage professionally qualified to executive board level appointments within technical, commercial and corporate functions. Delivering both contract and permanent solutions, we have developed a successful model based on proactive, turnkey search and selection methodologies. We see our involvement with your company as a strategic business alliance, enabling you to assemble exceptional teams. We give our clients the opportunity to access the best talent and we are able to provide strategic input based on market intelligence. Our service is distinctly different from any of our competitors because we have the unique ability to think just like you.

Our Philosophy

Our philosophy is simple, yet effective. Every appointment you make should strengthen your business. Therefore, to provide you with outstanding individuals who share your ethos and who suit your requirements perfectly, we must thoroughly understand your business and your needs. This ensures our unrivalled expertise to make successful appointments, in a range of key disciplines in your sector. With a focus on quality of service and understanding client expectations, we are able to develop and deliver bespoke solutions that solve specific recruitment problems.

Our Capability

INTERNATIONAL REACH

Nigel Wright is well positioned to support the global oil and gas industry through its network of offices in Newcastle, Aberdeen, London, Paris, Oslo, Stockholm, Copenhagen, Amsterdam, Madrid and Dusseldorf.

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OIL AND GAS SECTOR SPECIALISTS

We work across the whole Oil and Gas project life cycle, from exploration and production to decommissioning and abandonment. Our clients are involved in all of the major oil and gas sub-sectors covering Reservoirs, Wells, Facilities, Subsea and Marine and Support Services. They are spread throughout the supply chain and range from publicly listed global operators to private, equity backed SMEs and start-ups.

ALL FORMS OF RECRUITMENT

We offer our clients Executive Search, Preferred Supplier Solutions (PSS), Contract, Campaign Management, Talent Mapping and Executive Search expertise as well as press and online web advertising.

SALARY LEVEL

We recruit a permanent and interim basis from professionally qualified to executive board level. All projects would be managed by a senior consultant, manager or director, where applicable.

Vision

Our vision is to continue to build a secure, socially responsible and sustainable organisation of international acclaim. Outstanding customer service and innovative solutions make us the best at what we do; the leader in our markets and a great place to work.

Our proposition (formerly areas of expertise)

Specialisms

We work across the whole Oil and Gas project life cycle, from exploration and production to decommissioning and abandonment covering Reservoirs, Wells, Facilities, Subsea and Marine and Support Services.

Reservoirs
Wells
Facilities
Subsea and Marine
Support Services

Services

We offer our clients a range of services including Executive Search, Preferred Supplier Solutions (PSS), Contract, Campaign Management and Talent Mapping as well as expertise in a range of Disciplines covering commercial, technical and corporate functions.

Executive Search
Preferred Supplier Solutions (PSS)
Contract
Campaign Management
Talent Mapping
Disciplines

Specialisms

Reservoirs

Oil and Gas reservoirs are essentially the subsurface pools of hydrocarbons, such as crude Oil or Natural Gas. These reservoirs need to be identified, investigated, analysed and continuously monitored before and during development. Our Reservoir recruitment capability extends across geotechnical and geo-scientific, seismic, data storage and analysis and reservoir engineering.

Wells

An Oil and Gas Well is the boring of the earth's surface designed to find and extract Oil and Gas. There are several key stages during the life of a well including drilling, completions, production and abandonment. Our Wells team support clients with requirements in engineering and services for drilling, completions, abandonment, laboratory services, equipment design and manufacturing.

Facilities

An Oil and Gas facility provides an integral range of functions in relation to wells, drilling, extraction, processing and temporary storage of product before it is brought to shore for refining and marketing. Such facilities also provide accommodation and essential infrastructure. Our experts in Facilities provide recruitment solutions for engineering services, operations and maintenance; as well as structural design, fabrication, precision engineering, manufacturing, inspection and decommissioning.

Subsea and Marine

Subsea and Marine activities within Oil and Gas are broad ranging, but typically refer to technology and methods across Oil and Gas developments. Our Subsea and Marine capabilities extend to disciplines across lifting operations, SURF, pipe lay, FSP / FPSO, vessel construction and modification, ILM, subsea and marine equipment design and manufacture.

Support Services

Support services comprise of a wide range of activities, but all with the ultimate aim of ensuring Oil and Gas operations perform efficiently and effectively. Our recruitment activities within this arena comprise transportation and logistics, QHSE, Risk, Finance, Legal and Insurance.

Services

Executive Search

Our retained project approach brings premium executive search methods to our clients, offering unrivalled quality and a focused solution designed to match specific requirements. Our internal research team support our expert consultants in developing a target talent map, make professional proactive approaches and assess relevant talent. Potential candidates are subject to a rigorous interview process before being carefully selected for shortlist. Our support doesn't stop there; we also work with clients through their own interview and assessment, offer management, on-boarding and induction process.

Preferred Supplier Solutions (PSS)

Preferred supplier relationships are an inevitable result of a competitive marketplace, with high demand for talent and demanding commercial objectives to achieve. In this regard, Nigel Wright's approach is one of mutual partnership, rather than one size fits all. PSL arrangements are developed in collaboration with the client to ensure the optimum service, results and satisfaction are achieved. This approach also gives the client total transparency and confidence with regards to our capabilities, providing a tailored approach for mutual benefit rather than an off the shelf, one size fits all solution.

Contract

The professional contract and interim management market has continued to grow and evolve; fuelled by market demand during the past decade. We are able to support clients' professional contract requirements via Nigel Wright Employment Services (NWES). Given the

international nature of the industry, Nigel Wright have also established links with international advisory bodies to support our clients' needs to place contractors globally in line with business requirements.

Campaign Management

Whether a client is launching a new division of their business, setting up a new project delivery team or expanding into a new geography, Nigel Wright is able to offer vital support during what is an extremely pressurised scenario. Utilising our recruitment and market expertise our customers outsource their requirements to a skilled team of professionals. By investing time at the briefing stage, we collaborate with clients to understand their needs and determine the specific solutions, providing advice regarding suitable methods, processes, potential challenges and pitfalls. Working hand in hand with the client, Nigel Wright develop solutions with clearly defined milestones to ensure client expectations are managed and delivered.

Talent Mapping

In support of our clients' future business plans, Nigel Wright offer a robust talent mapping and succession planning (TMSP) service. Our sector expertise across the world means that we can provide our clients with an in-depth analysis of how their organisational capabilities compare to others in the sector. We can then use our extensive networks to help our clients plan for the future, by identifying the right talent internally and externally for their business.

Disciplines

We specialise primarily in the appointment of professionally qualified to executive board level talent in the areas of commercial, technical and corporate functions covering:

Commercial

- Sales
- Marketing
- Supply Chain and Procurement
- Contract and Tender

Technical

- Engineering
- Projects
- Operations

Corporate Functions

- Executive
- Finance
- Human Resources

Our People

Board plus energy

CANDIDATES

Advice to candidates

Fine

Vacancies

Oil & Gas and Energy

Submit our CV

Fine

Job alerts

Fine

EMPLOYERS

Overview

Nigel Wright provide insight across a broad range of disciplines within the oil and gas sector. We give our clients the opportunity to access the best talent and we can add value by offering tactical advice that goes beyond the recruitment process. We see our involvement with your company as a strategic business alliance, helping you to assemble an exceptional team through effective recruitment activities and additional consultancy services.

[Diagram needs changing]

Capability

INTERNATIONAL REACH

Nigel Wright is well positioned to support the global oil and gas industry through its network of offices in Newcastle, Aberdeen, London, Paris, Oslo, Stockholm, Copenhagen, Amsterdam, Madrid and Dusseldorf.

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Our process

Fine

Case studies

Oil and Gas examples.

EXECUTIVE SEARCH

Remove tab

MEDIA AND RESOURCES

Overview

In this section we have collated some of the resources designed to support our clients and candidates. You can access brochures outlining our services, thought leadership reports on

the latest industry and discipline trends, information concerning recruitment strategy, salaries and careers as well as our latest news and analysis. You can also view our advertising gallery and see examples of some of the marketing support we have provided for our clients. We believe that our discipline and industry knowledge is what helps to stand us apart from our competition.

News

Global non consumer.

Advertising

When an assignment merits a creative search solution we can take advantage of our in house marketing and design team who will manage the whole process for you from developing a campaign, designing the content and media planning through to mailing out or placing an advertisement. We regularly create candidate packs and client micro sites to highlight roles for our clients. We can also advice on relevant job boards that will help raise the profile of your vacancies and target the right people.

Downloads

Fine

WORK FOR US

We are a market leading business that has gained a reputation for hard work and success. This reputation is built on the direct actions of our consultants, whom we allow to operate with independence and in their own style. To be successful at Nigel Wright you will need to be credible in front of our customers and understand and assess their situation by being interested in them and in what they tell you. This will allow you to deliver a solution that exactly meets their needs. Throughout your career we will train and develop you, how far you progress will be up to you.

Vacancies

All Oil & Gas and Energy

CV submission

Fine

CONTACT US

Fine

Energy (Sector)

We cover a broad range of energy industry areas including Oil & Gas, Renewables, Nuclear & Power, Process & Utilities and Mining & Minerals. Our clients include publicly listed national, regional and global operators as well as private equity backed SMEs and start-ups. We specialise primarily in the appointment of professionally qualified to executive board level talent in the areas of commercial, technical and corporate functions and offer a range of recruitment solutions including Executive Search, Preferred Supplier Solutions (PSS), Contract, Campaign Management and Talent Mapping.

Group content

Nigel Wright is a trusted recruitment partner to the global Energy sector. Our clients are diverse and range from local niche suppliers to multi-national, global leaders. Our division boasts strong industry relationships, an ever growing database of the best in-demand candidates and a growing team of consultants, all of whom have a long tenure and great experience working

within the industry. We have an intimate understanding of the trends that are impacting the sector and can advise clients on key strategic areas that go beyond the hiring process.

We cover a broad range of energy industry areas including Oil & Gas, Renewables, Nuclear & Power, Process & Utilities and Mining & Minerals.

Oil and Gas

Despite recent developments, the oil and gas industry remains one of the key engines for growth for the global economy. The industry is worth £2.98 trillion and a constant stream of investment is further increasing this figure each year. In addition to industry growth, high retirement rates, changes in tax regimes and an ever increasing global demand for energy are putting a great amount of pressure on candidate demand. Industry employers are always looking for ways to attract and retain talent.

Renewables

With rapidly developing technologies and continually reducing costs, renewable energy represents an increasingly attractive commercial opportunity for businesses around the world. This is mirrored in the increasing investment in new renewable capacity across a range of disciplines including wind, solar, bio energy, geothermal and hydropower, which is topping investment in new fossil fuel generation capacity every year. Although the sector employs in excess of 5.7 million people globally, huge investment and growing support from governments and corporations have determined a further increase in demand for experienced talent.

Nuclear & Power

Nuclear power is crucial to the global energy supply, with over a tenth of the world's electricity being produced in commercial nuclear power reactors. According to forecasts, approximately £1.1 trillion will be invested in Research and Development facilities, power station outages, waste storage, reprocessing plants and decommissioning over the next 20 years. Nuclear power is a closely regulated industry with a skills gap, as the sector faces unprecedented demand for people with the right skills to shape and support current and future projects.

Process and Utilities

With £1.1 trillion scheduled for investment in utilities by 2030, the global Process and Utilities industry is going through a period of unprecedented challenges and reforms. As the workforce is approaching retirement, the economy is on its way to recovery and the pace of workforce rotation accelerates, the power and utilities sector faces challenges in attracting candidates with the necessary skills, knowledge and experience to work in the sector.

Mining and Minerals

With large emerging economies stimulating increasing demand for mineral resources, the Mining and Minerals industry has seen rapid growth in the last ten years. The formal mining sector now employs over 3.7 million workers worldwide, with another 20 million working in artisanal and small-scale mining. The unprecedented growth of commodity prices and global production volumes has also created over 150 million jobs indirectly, in areas such as the processing and manufacturing of mined goods, transportation, and provision of equipment and services to the mining industry.