



NORCONSULTING
GLOBAL RECRUITMENT

Oil & Gas

UPSTREAM · MIDSTREAM · DOWNSTREAM



REC

Corporate
Member





NORCONSULTING
GLOBAL RECRUITMENT

Who We Are

For more than 20 years, Norconsulting Recruitment has been a vanguard in the global recruitment landscape, **consistently delivering top-tier talent and unparalleled service** to the technology, engineering, and manufacturing industries.

Our Services

Designed to address the unique challenges faced by our clients, our broad portfolio of services includes:

- **Permanent Recruitment**
- **Contract Recruitment**
- **RPO**

Our Team

Our specialized team is a blend of technical experts and seasoned industry professionals. We adopt a consultative approach, leveraging our comprehensive understanding of the multi-faceted requirements associated with roles ranging from entry-level graduates to executive and board-level appointments.

Our Commitment

At Norconsulting Recruitment, relationship-building is not just a catchphrase but a core philosophy. With an impressive 80% of our business being repeat engagements, **we take pride in fostering long-term partnerships.** Our commitment extends beyond transactional interactions, as we continually strive for excellence by closely collaborating with industry stakeholders and professional bodies to enhance the value we offer to our candidates, clients, and the market.

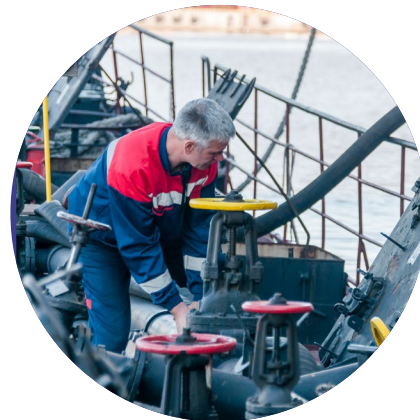
What we can do for you

We offer permanent, contract and RPO recruitment services for the various sectors that make up the Oil & Gas industry, including:

UPSTREAM



MIDSTREAM



DOWNSTREAM





NORCONSULTING
GLOBAL RECRUITMENT

Our Services

NORCONSULTING RECRUITMENT RECRUITING TALENT GLOBALLY SINCE 2001

Our suite of services has evolved from our experience in solving customer problems for more than two decades. The business strategy at Norconsulting Recruitment is built around understanding **how our clients, candidates, and contractors experience benefits** from working with us.

We want to help solve your resourcing challenges and can tailor solutions to meet your needs.

Permanent Recruitment

Finding Your Next Long-Term Asset

At Norconsulting Recruitment, our mission in permanent recruitment is to **identify candidates who excel in their roles and align with your company's long-term goals and culture.** This approach ensures employee satisfaction and career growth, solidifying your workforce for the future.

Executive Search Services

Cultivating Leadership Excellence

Our Executive Search is dedicated to securing leaders who fulfill and exceed your strategic ambitions. **We connect you with exceptional individuals** who bring a blend of skill, experience, and cultural alignment. Our approach ensures that each leadership placement is not just a hire, but a catalyst for enduring success.

Contract Recruitment Services

Unlock Workforce Flexibility

Our Contract Recruitment **offers flexibility**, niche skill sets, and reduced financial and legal risk. We specialize in robust, compliant staffing solutions that free you from administrative burdens.

Recruitment Process Outsourcing (RPO) Services

Simplifying Recruitment Complexity

As the market evolves, so does the complexity of recruitment. Our RPO services **transform this challenge into a strategic advantage** with tailored solutions designed to drive your business forward.

UPSTREAM

**Upstream Oil & Gas Recruitment
More Than Just Filling Vacancies**

Your Premier Partner for Upstream Talent Acquisition

Navigating the complex landscape of Oil and Gas recruitment requires more than just expertise - **it demands a deep understanding of each client's unique needs and an extensive network of specialized talent.** That's where we come in.

Why Choose Us?

Specialized Expertise: Our consultants aren't just recruiters; they're specialists in Upstream Oil and Gas sectors, well-versed in roles such as Petroleum Geologists, Drilling Engineers, and Production Managers.

Tailored Solutions: We go the extra mile to understand your company culture and specific requirements, ensuring that our staffing solutions are not just a fit, but an asset.

Global Reach: With a worldwide office presence and an extensive international candidate network, we connect you with the best Upstream talent—from Reservoir Engineers to Operations Geologists and beyond.



Our Services

We take pride in being a Tier 1 supplier to some of the industry's leading oilfield operators and full-stream providers. Our portfolio includes staffing world-firsts and flagship projects, such as cutting-edge deep-water operations in challenging terrains.

- **Geological Exploration**
- **Platform Fabrication**
- **Marine Engineering**
- **Subsea Installations**

Comprehensive Support

We go beyond just hiring. Our in-house assignment support and travel teams manage every logistical detail, **from insurance coordination to rotational travel**, ensuring your hires arrive on-site promptly and fully compliant.

MIDSTREAM & LNG

Midstream & LNG Recruitment

Your Gateway to Industry Experts



Bridging the Gap in Midstream & LNG Talent

Navigating the intricacies of the Midstream and LNG sectors requires a specialized approach—one that goes beyond just filling positions. **From Planners and Construction Specialists to Engineers and Inspectors**, we provide the talent you need to make your project a success.

Why Partner with Us?

Industry-Specific Knowledge: Our consultants are experts in Midstream and LNG, proficient in recruiting for roles like Pipeline Engineers, Process Safety Managers, and LNG Terminal Operators.

Customized Solutions: We get to know your business - your culture, your requirements, your challenges - to provide a workforce solution that fits like a glove.

End-to-End Support: Whether you're in the FEED stage, offshore, relocating, or upgrading an existing operation, we offer seamless recruitment support.

Comprehensive Midstream Coverage

We've got all Midstream areas covered:

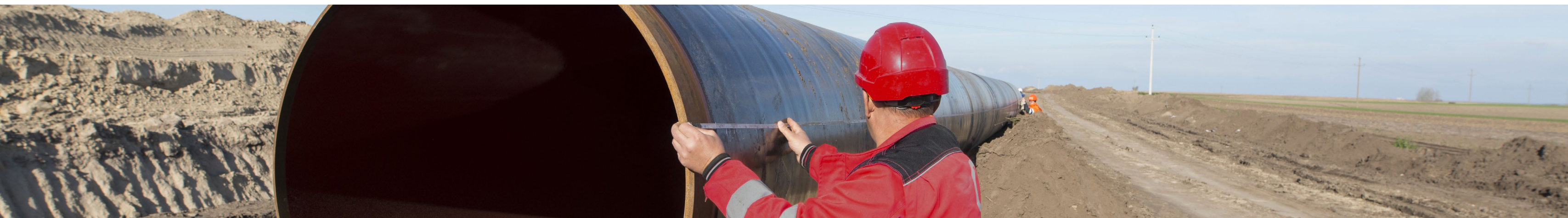
- **Facility Connections**
 - Terminals
 - Stations
 - Gathering lines
- **Infrastructure Integrity**
 - Out of fence plant connections
 - Pump stations
 - Compressor stations
- **Product Storage & Transportation**
 - Pipelines (onshore and offshore)
 - Tankers
 - Rail facilities
 - Fractioner facilities

LNG Recruitment Fueling Growth & Innovation

In an industry marked by rapid technological advancements, we keep pace to provide you with the most qualified professionals at every project stage.

- **Conceptual Studies & Pre-FEED**
- **Engineering Design**
- **Commissioning, Operations & Maintenance**

Whether you're an emerging startup or an established giant in the Midstream or LNG sectors, we're here to simplify your recruitment process and deliver talent that elevates your operations.



DOWNSTREAM

Your Trusted Partner in Downstream
Recruitment Solutions



Leading Excellence in Downstream Talent Acquisition

At Norconsulting Recruitment, we specialize in the complete downstream recruitment cycle, serving sectors **from refining and processing to marketing and retail**. Whether you need Process Engineers, Refinery Operators, Quality Control Inspectors, or Commercial Analysts, we provide you with top-tier talent tailored to meet your unique requirements.

Why Choose Norconsulting Recruitment?

Industry-Specific Knowledge: Our team at Norconsulting Recruitment are seasoned experts in Downstream and Petrochemical recruitment. We excel in filling positions such as Maintenance Technicians, Plant Managers, Safety Coordinators, and Environmental Specialists.

Customized Talent Solutions: At Norconsulting Recruitment, we go beyond simply vetting CVs and conducting interviews. We invest the time to understand your corporate culture and specific needs, thereby providing you with staffing solutions that drive optimal results.

Proven Search Methodology: Our rigorous search protocols at Norconsulting Recruitment allow us to serve as an effective extension of your HR team, ensuring your hiring process is efficient, targeted, and aligned with your business goals.

Specializing in Turnaround Projects & Shutdowns

For critical operational activities like plant turnarounds and shutdowns, Norconsulting Recruitment is your go-to partner. Our specialized consultants, experienced in hiring roles such as Turnaround Planners, Shutdown Coordinators, and Outage Managers, ensure your operations stay within budget and timelines while significantly enhancing plant efficiency.



Comprehensive Downstream Coverage

We provide personnel across various specializations, including:

- **Refining Operations**
- **Petrochemical Plants**
- **Supply Chain and Logistics**
- **Commercial and Trading**

Our Commitment to Compliance & Safety

Safety and compliance are not just checkboxes for us; they're part of our core values. With a 100% commitment to compliance and a zero-incident record, Norconsulting Recruitment ensures you have access to a safe and competent workforce. Our strong reputation in the Oil & Gas sector enhances your ability to attract top engineering talent globally.



NORCONSULTING
GLOBAL RECRUITMENT

OUR COMMITMENT

Our Commitment to You

Exceptional Recruitment Services with Norconsulting Recruitment

At Norconsulting Recruitment, we are steadfastly committed to delivering best-in-class recruitment and talent management services. Our focus is on forging lasting partnerships with our clients, taking the time to deeply understand your unique business objectives and recruitment needs.

Tailored Talent Solutions from Norconsulting Recruitment

We introduce you to candidates who are not just skilled but are also **the right cultural fit for your organization**, addressing the nuanced factors such as personality and work ethic. Our partnership approach ensures that your talent acquisition goals are met with precision and care.

Cutting-Edge Strategies from Norconsulting Recruitment

Benefit from the latest initiatives in recruitment, digital media, and candidate attraction. **We're always on the forefront** of innovative recruitment strategies aimed at bringing you top-tier talent.

Comprehensive Support from Norconsulting Recruitment

Whether you're looking to recruit a single key individual or build an entire team, our seasoned consultants, dedicated administrators, and welfare support resources **are at your disposal** for a personalized and premium recruitment experience.



NORCONSULTING
GLOBAL RECRUITMENT

Get in Touch with Norconsulting Recruitment

For further information or to discuss your specific recruitment needs with a member of our Advanced Technology recruitment team, feel free to reach out to us:

www.gnorcon.com

