

International Renewables, Oil, Gas and Marine Specialists



PGGLOBAL
Energy

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Providing Onshore and Offshore personnel solutions

PG Global are one of the leading International Specialist Recruitment Companies in the world, providing International coverage and support around the Globe within Renewable and Oil & Gas Markets in both Onshore and Offshore.

In an ever flexible and changing business environment our Clients rely on our intelligent and dedicated approach to assist and resolve their recruitment needs. At PG Global Energy we believe in creating personalised solutions tailored to meet with our Clients' needs and offer you a full end to end staffing solution, including, but not limited to; Personnel manning, Payroll, Management, Visa

& Immigration Support, Flights & Transportation and HR services that assist our client business model. We have an enviable reputation for delivering a service totally in tune with the needs of both our Clients and Candidates.

Due to the Global nature of our Clients' needs PG Global Energy has structured its business to incorporate the highest level of technical and industry based knowledge, coupled with the ability to communicate effectively. PG Global Energy acts as the portal to a massive store of knowledge with more than 75,000 registered and referenced Candidates as well as a strong and dedicated Headhunting & Networking team.

Our Mission

To be recognised as a valuable asset for the future growth, support and infrastructure to the Oil, Gas, Energy and Renewable Industries.

Our Vision

To be part of every Leading Renewable company's integral business plan for all future development process both Onshore and Offshore.

Our Aim

At PG Global we believe in creating a personalised solution, tailor made to meet with our clients recruitment needs and associated benefits based on a close understanding of our Clients, Candidates and the different market sectors.

"Our purpose is to enable you to concentrate on your core business"

At PG Global Energy we have listened to our Clients and we understand your key concerns:

- Time and Quality
- Cost and Availability
- Flexibility and Compliance

As a result of this approach PG Global Energy has already provided personnel solutions to leading companies in the offshore energy market.

We are focused in ensuring that our Clients gain a competitive edge in their industry sector. We proactively manage the expectations of both Client and Candidate alike. Working together and becoming an extension of your in-house Human Resources department.

"At PG Global Energy we offer you a professional and personal approach at all times."



PG Globals international office network enables our teams to supply both international and local personnel solutions.

“We pride ourselves on our superior advisory assistance to our clients. We offer dedicated, experienced and accountable Recruitment Specialists solely committed to seeing our client's business succeed.”

Kieron Williams, PG Global CEO



Africa, Asia, Europe, North America, Oceania, South America



Project Office Expertise

- Project Manager
- Project Engineers
- Planning Engineers
- Package Managers
- Logistics Managers
- Procurement Managers
- Document Controllers
- Contract/Claims Manager
- Development/Consent Managers/ EIA Managers
- Project Control Managers
- Cost Controllers/Estimators
- Electrical Cables/ Substation Design Engineers
- Grid Connections Engineers Managers
- Foundations/ Civil Structural Design Engineers



Operations & Maintenance (O&M)

- With the rapid growth of the offshore wind sector and the high volume of offshore WTGs now being commissioned, PG Global Energy have experienced high demand, to provide a wide range of O&M experts both for the strategic input with regards to O&M planning at pre-construction phase and also for the management, servicing and optimization of the operational asset.

Operations & Maintenance personnel solutions:

- Construction & Design
- Commissioning
- Inspectors
- Lifting
- Mechanical Technicians
- Electrical Technicians
- O&M Managers
- Medics
- NDT Technicians
- Painters
- Blade Inspectors
- QA
- Riggers
- Scaffolders
- Welding
- O&M Site Managers
- Asset Managers
- Rope Access



Offshore Personnel:

PG Global Energy provide a wide range of offshore experts working on various construction and support vessel servicing the offshore wind sector including installation vessels, jack-up barges installing foundations and recruit for WTG's and crew transfer vessels. Skilled individuals from subsea cables and foundations installation, commissioning, mechanical & technical support. We also provide workers for subsea inspection.



- Client Reps (Cables, Foundations, WTGs, Platforms / Substations)
- Crane Operators
- Grouting Specialists
- Mechanical & Electrical Equipment Engineers
- Carousel Operators
- Barge Masters
- Jacking Engineers
- Riggers / Welders
- Marine Coordinators
- Construction Coordinators
- Quantity Surveyors
- Offshore Project Engineers
- CDM Coordinators
- Offshore Medics
- HV Safety Engineers (SAPs)
- Environmental Engineers / Managers
- SCADA Engineer
- O&M Strategy Manager
- Wind Turbine Technician / Service Engineer
- Deck Supervisors
- Plough & Trenching Operators/ Techs / Supervisors
- Shift Supervisors
- Offshore Managers / Superintendents
- Surveyors / Data Processors
- WTG Installation Technicians

“We believe we are in a people business and know that by understanding people first, together with a flexible and innovative approach, **we have a successful formula to support your ongoing business needs.**”

James Sammut, PG Global - Operations Director



Manning and complete Catering/Accommodation services available for all class of vessels and units such as:

- Specialist Construction Vessels / Cutter Suction, Pipe Layers, Rock Dumping and Cable Layers.
- FPSO, FDPSO Platforms and FSO's
- Drilling Rigs, Semi-Submersibles, Drill Ships and Jackup
- Support Vessels, Anchor Handling Tugs & Supply
- Utility / Support Vessels and FPSO Support

Recruitment Strategy and Retention

PG Global Energy's experiences teams ensure they have a thorough understanding of our client's business, and their projects, their values and their deadlines. We prioritize a clear outline of what roles are required to be filled and in what timeframes and then we deliver, first time, every time!

Our internal database is a constant ergonomic platform of which we take great care. It is consistently maintained and upgraded to ensure that only the most current, experienced and qualified candidates are available ensuring PG Global Energy are able to supply strategic personnel in a timely fashion.

PG Global Energy is as it says a "Global" company that is committed to attracting and more importantly retaining and developing quality resources. This is paramount to our business. We strongly believe in having and maintaining close ongoing working relationships with all our Candidates and Clients.

We pride ourselves in the fact that we intercept Offshore and Energy Professionals through our skilled Headhunting experience and gain thousands of referrals. These referrals come to us by Professionals that do not wish to disclose their details to the general public, similar companies or place their resumes on the internet.

Offshore Energy and Marine professionals all around the World choose "PG Global Energy" as their preferred Human Resources Partner.



Recruitment Model





Service Delivery

PG Globals' Renewables, Oil & Gas, and Marine Teams are highly professional, organised, dedicated, and are proficient in working to your industry specifications and requirements on a 24/7 basis. All our Recruitment Consultants and Specialists have many years experience in recruitment, predominately within the Oil, Gas, Renewables & Marine Sectors.

Our Consultants and Specialists understand that when recruiting, it is imperative to bring in people who are not only technically suitable, but also fit culturally within your organisation. With this in mind our teams carefully research each candidates overall work experience and suitability.

Our meticulous screening process incorporates a series of rigid behavioural style telephone and face to face interviews, ID verification, reference checking and industry accreditation thoroughly checked.

To enable the highest level of communication and service delivery an experienced & dedicated Client Service Manager is matched and allocated to each new account. Reviews are then scheduled and conducted by the Client Services Manager and your appointed authorised personnel regularly.



Client Services

Recruitment Services

International Recruitment for permanent, temporary, interim and contract positions
Search & selection Global advertising
Background checks and referencing
Accreditations and certification obtained and verified
Candidate qualifying, interviewing and shortlisting
Salary and package advice

HR Services


HR Activities
Job Appraisals
Package and benefit advice
Post Project Reviews
Exit Interviews
Unbundled Services
Bulk Projects
Preferred Suppliers Agreements
Vendor Management

Flight & Travel Services

Airfare Procurement
Travel & accommodation assistance
Visa Applications
Administration
Logistics Co-Ordination
Work Permit Assistance
Location Orientation
Home & school sourcing assistance

Payroll Services

Payroll Management
International Assignment Management
Day 2 Day Processing
Multi-National Payroll
Payrolling Co-Ordination
Bank Account Set-ups
Split Payroll
Expense Processing



At PG Global Energy we can provide you with a full end to end recruitment service to assist you with the ever changing demands of your organisation.

From short term contracts to permanent recruitment we can offer you the flexibility of a network of International offices to support your workforce.

As part of our delivery service, if for some reason a successful Candidate leaves their employment for any reason other than redundancy within three months of commencement, PG Global Energy shall seek a replacement in this instance at **no extra cost** within a timely manner.

Payroll Services

At PG Global Energy our Managed Payroll Service division is purely dedicated to ensuring that our Clients benefit from our professionalism and expertise in all aspects of Payroll and International Assignment Management.

As businesses grow and world markets change, it is critical for many organisations to outsource their payments, payroll and international assignments to reduce cost.

We provide our Clients with specialised and tailored payroll plans that range from basic payroll procedures to assisting you on your core business and improving the 'return on assignment'.

Our International Assignment Management team can supply you a high quality, integrated and cost effective Management Service on a partial or full serviced platform.

PG Global Energy can offer our Clients:

- A single point of contact
- A dedicated pool of resources
- Cost Savings by streamlining processes through one system
- Best cost-effective methods for your company in reducing wire transfer fees etc.
- Fully auditable and reporting process
- Processing of expatriate/multinational payroll
- Split payroll
- Multiple payments per month

We can also assist your business by managing the following International assignments:

- International relocation and move management
- Vendor management
- Host country support
- Expense Management
- Payroll and benefits administration



Human Resource Services

Our Human Resource and Consulting Services Division is focused on taking care of your non-core activities and offering a full spectrum of HR related services. This division allows clients to better manage their workforce while we find the best people for all types of roles at all levels accross all industry sectors. We can deliver a wide range of services and actively help our clients to succeed in business by sharing the overall responsibly with our professional and delegated teams.

Here at PG Global we adopt a Professional approach to your business and eliminate inconsistent services so you can gain control and reduce your overall cost.

Human Resources and Consulting Services we offer, but not limited to:

- Master Vendor Management
- Job Appraisals
- Benefit Surveys
- Exit Interviews/Separation Notices
- Setting up of Job Description Templates
- Project Resourcing
- Unbundled Services
- Competency and Skilled Based Recruitment Methodologies
- Streamline and Standardise Processes
- Management of Expatriate Residents Globally
- Training Courses/Co-Ordination
- Co-Ordination and Arranging Crew Changes
- Setting up of Personnel Records
- Issuing and Renewing of Work Permits
- Issuing of Residence Visas for Expatriates
- Passport Renewals



Flight & Travel Services

PG Global Energy is one of the Industry Leaders within this area and based on our wealth of Contacts and Global Airline Partners we can save our Clients anywhere worldwide on any Marine Fares booked compared to other Companies within the same Field. This is due to our exclusive Partnerships that we have successfully maintained for many years. We have 5 specialised supplier that we use ensuring we obtain the best lowest fare for each carrier.

We like to pride ourselves on the fact that we are extremely proactive rather than reactive within the Industry and our Dynamic and Specialised Flight Teams work around the clock to always find you the best flight price, most direct routing, and cancellation and refund policies are available.

Flights in need of alteration or cancellation at short notice are taken care of by our in-house flight team. Usually at no extra cost unless there is a charge received from the flight company.

Flight & Travel Services we also offer, but not limited to are:

- Cancellation and Refund Policy applicable on all Flights. Therefore all Flights can be cancelled at short notice and all costs either refunded or the Flights changed to alternative dates at No Cost
- Discounted Seaman & Marine Fares on virtually all Global Carriers
- Visa Application Advice and Support
- 24hr Global Operational and Logistical Support and Emergency Out of Hours Services
- Global Alliance Travel Partners
- Work Permit Advice and Support
- Issuing of Residence Visas for Expatriates
- Training Course Applications and Advice
- Accommodation & Location Orientation as well as Hotel and various Overnight Reservations
- Transportation Services such as Car Hire Rail Tickets, Ferry and Coach Reservations.

Quality Assurance

PG Global Energy realise the importance of establishing and maintaining standards. We call it our QA Process and it forms a core part of our Client ethos.



Compliance:

Local legislation, taxation, visas and work permits. PG Global research and implement local compliance to ensure that our consultants will be fully legal in terms of taxation and working rights.

Pre-Selection Process:

We are constantly updating and vetting our database of qualified Candidates. This involves interviewing, referencing and industry accreditations being thoroughly checked. We have forged strategic partnerships with leading compliance companies over the years in order to give our Clients the professional support guaranteed at all times.

Health and Safety

The Health and Safety of all our employees, contractors and self-employed associates is of paramount importance to us.

PG Globals objectives are to reduce risk and the prevention of injury and loss of damage. To identify Health and Safety hazards and manage them so that the risks are effectively controlled.



PG Global Energy works to safety standards which satisfy our statutory requirements and reflect good industry working practice. Review and develop these standards continuously, and revise them accordingly.

Our commitment is to ensure that our consultants and employees are trained to understand and carry out their responsibilities, and continually reviewing our policy by auditing its effectiveness in the workplace.

Contact Us

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PG Global has 8 offices in 7 different countries, covering every continent around the World. Supplying a true Global service to our clients and candidates 24/7, 365 days of the year.

ANGOLA
NORWAY
SCOTLAND
GERMANY
SINGAPORE
UK
USA
NETHERLANDS