

International Oil, Gas, Energy and Marine Specialists



PGGLOBAL
Oil, Gas, Energy & Marine Specialists

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How Can You Make Sure You Have The Best? We Can...

PG Global have quickly become one of the leading International Specialist Recruitment Companies in the world, providing International coverage and support around the Globe within Oil, Gas and Energy sectors 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 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 your 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 has structured its business to incorporate the highest level of technical and industry based knowledge, coupled with the ability to communicate effectively. PG Global will act as your 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 division.

Our Mission

To be recognised as a reliable asset for the future growth, support and infrastructure to the Oil, Gas and Energy Industry.

Our Vision

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

Our Aim

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

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

At PG Global we have **LISTENED** to our Clients and understand your key concerns:

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

By **ACTING** our successful approach has now delivered us a number of contracts with some of the world's leading Oil and Gas companies in the world.

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.

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

Look to us as an extension of your Human Resource Department.



“We pride ourselves on our superior advisory assistance to our Clients. We offer dedicated, experienced and accountable Recruitment Specialists solely committed to seeing **YOUR** business succeed.”

Kieron Williams, PG Global CEO



Africa • Antarctica • Asia • Europe • North America
• Oceania • South America *Not Limited to

Renewable Energy

The PG Global Renewable Energy and Clean Technology Recruitment Team comprises of three Specialist Areas.

1 Executive Search Team



The PG Global Executive Search Team offers a professional global solution to secure you the perfect candidate for Leadership and Management positions within the renewable energy and clean technology sectors. PG Global will provide you the most suitable professionals at all times in order to meet with your expectations. We can also offer you a tailor made solution depending on your current and future requirements.

2 Permanent Recruitment Team


The PG Global Permanent Team have many years of Industry experience along with a professional commitment and focus. They realise that they must fully understand your Business and your culture as well as your requirements to enable them to be able to search and select for you the very best options. PG Global will only introduce to you the very best professionals along with their references in order for you to recruit the most suitable candidates for your long-term employment plans.

3 Contract & Temporary Recruitment Team

The PG Global Contract and Temporary assignment team is on standby to provide to you the right professionals to fulfil any short term assignments. PG Global also provides all relevant certificates, references and insurances for all short term assignments so that you have the comfort of knowing that all your short term positions are covered as well as any potential contractual liabilities.



Renewable
Energy for a
Sustainable World



With many years of combined experience within the International Energy Industry the PG Global Renewable Energy & Clean Technology Team can offer you our own tailor made solutions across the entire clean energy asset life cycle, in all areas such as, but not limited to;

Finance:

Project Finance,
Structured
Finance and
M&A.

Project:

Construction &
Development,
Commercial,
Operations and
Procurement.

Technology:

Engineering,
Manufacturing,
Research &
Development,
and Sales.

We currently supply a totally diverse client base including, but not limited to; multinational utilities, independent power producers, developers, private equity firms, banks, original equipment manufacturers, EPC Contractors, consultancies and technology start-ups located throughout the world.

The PG Global Renewable Energy & Clean Technology Team provide support to our Global Clients within the following Energy Sectors.

- Bioactive
- Energy Storage
- Hydro
- Marine Energy
- Offshore Wind
- Onshore Wind
- Smart Grid
- Solar
- Transmission and Distribution
- Wave and Tidal

We pride ourselves in the fact that we intercept strong Energy professionals through our skilled Headhunting experience and we are committed to attracting, retaining and developing quality resource for our established clientele in order to give you the right personnel within the right timeframes.

Our database has been specifically developed over many years of networking and sector knowledge so that we can offer our clients the professional solutions at all times, which in turn allows our candidates be given the right opportunities which is why PG Global is recognised as one of the industry leaders within the Energy sectors around the world.

PG Global has more than 15 Years industry experience, and with 7 Offices in 6 Countries we are now able to provide our Clients and Candidates alike Global Support on a 24/7, 365 Days a year basis covering projects throughout Africa, Europe, Latin America, North America, Asia and the Middle East.



Offshore Drilling Expertise

Offshore Drilling Crews consisting of all Supervisory Staff and Drilling Crews.

- Assistant Drillers
- Barge Engineers
- Company Men
- Crane Operators
- Deck Foreman
- Derrickman
- Drillers
- E & I Technicians
- Electricians
- Floorman
- Maintenance Engineers/ Supervisors
- OIM/Captains
- Pumpman
- Rig Managers
- Rig Mechanics
- Rig Superintendents
- Toolpushers
- Night Toolpushers

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





We can provide you with complete Project Management and Onshore Projects Teams ranging from qualified Trades and Supervisory Personnel, to Project Maintenance and Management in areas such as the following:

- Construction & Design
- Commissioning
- Inspectors
- Lifting
- Mechanical Technicians
- Medics
- NDT Technicians
- Painters
- Production Technicians
- QA
- Riggers
- Scaffolders
- Welding



Onshore Drilling Expertise

Here are some of the Onshore positions we currently recruit for:

- Assistant Drillers
- Commissioning Managers/ Supervisors/Engineers
- Construction Managers/ Superintendents
- Cost Control Engineers
- Drillers
- Electrical Engineers/ Technicians/ Electricians/ Supervisors
- Electronic & Instrumental Technicians/Supervisors
- HSE Engineers
- Marine & Maintenance Managers/Superintendents
- Mechanical Engineers/ Technicians
- Operations Superintendents
- Piping /Structural Engineers
- Planning Engineers
- Process Engineers/ Technicians/Operators
- Production Engineers/ Technicians/Operators
- Project & New Building Inspectors
- Purchase & Logistics Supervisors
- Q & HSE Managers/ Supervisors
- Rig Managers
- Rig Superintendents
- Senior Mechanical Engineers
- Senior Process Engineers
- Senior Production Engineers
- Toolpushers



“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,
Global Operations Director

We are focused to deliver on your organisations needs and projects within the following Onshore/ Offshore categories:

- Drilling
- Production
- Speciality Services
- Engineering – Petroleum
- Engineering – Design
- Engineering – Construction
- Engineering- General
- Geosciences
- Health Safety & Env – HSE
- Management and Support
- Maritime & Trades



Recruitment Strategy and Retention

We make sure that we understand your business, your projects, your values and your 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 so not to waste anyone's time when manning requirements are to be filled.

PG Global is as it says a "Global" company that is committed to attracting and more importantly retaining and developing quality resource. This is paramount to our business. We strongly believe in having and maintaining close working relationships with all our Candidates and Clients now and ever more based on our pre and post sales being adhered to at all times.

We pride ourselves in the fact that we intercept Oil, Gas 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.

Oil, Gas, Energy and Marine professionals all around the World choose "PG Global" as their preferred supplier



Recruitment Model





Service Delivery

PG Globals' Oil, Gas, Energy & 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, Energy & 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 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 shall seek a replacement in this instance at **no extra cost** within a timely manner.

Payroll Services

At PG Global 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 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 on 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, across all industry sectors at all levels. We can deliver a wide range of services and actively help our clients to succeed in business by sharing the overall responsibility and outcomes with our professional and delegated teams.

Here at PG Global we adopt a Professional approach to your business and eliminate inconsistent service, 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

We are now an Industry Leader within this area and based on our wealth of Contacts and Global Airline Partners we can save our Clients anywhere worldwide up to 70% 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 like to pride our self on the fact that we are extremely proactive rather than reactive within the Industry and our Dynamic and Specialised Flight Teams working around the clock to always find you the best flight price, most direct routing, and

cancellation and refund policies available. When flights need to be altered or cancelled at short notice 9 times out of 10 we can do this at **NO CHARGE**.

We are now very pleased to also announce that we now include in all our Flight and Travel Services to all our Clients **FREE Travel insurance** to and from all destinations around the world.

PG Global also have the option to hold flights with the latest crew change scheduler on a day to day basis, thus helping you to achieve the best flight paths and prices in any location worldwide.

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
- FREE Travel Insurance for all Passengers
- Global Alliance Travel Partners
- 60 Day Payment Terms
- Passport Renewals
- Work Permit Advice and Support
- Air Miles and Sky Rewards
- 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, Cruises and Boat Hire, Private Chartered Jets, Coach Reservations, Helicopter Flights.

Quality Assurance

PG Global 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 & implement local compliancy 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 compliancy 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.

Our objectives are to reduce risk, the prevention of injury and loss of damage. Identify Health and Safety hazards and manage them so that the risks are effectively controlled.



Work 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 7 offices around the
Globe offering a true 24/7, 365 days
a year service

ANGOLA

NORWAY

SINGAPORE

UK (London & Glasgow)

USA

