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Permanent Recruitment

Advertising for permanent staff within traditional media (newspapers, industry publications, etc.) and with online job boards is resource-intensive, both in terms of time and money, and offers no guarantees that a suitable candidate will result. For this reason, many companies are turning to specialist recruitment providers who can take the stress out of recruitment.

THE Applus+ SOLUTION

Established by engineers for engineers, Applus+ has built an outstanding reputation for consistently sourcing and delivering high-quality personnel of proven ability.

Our portfolio of permanent-recruitment services includes: global mobility, market-rate benchmarking, meet and greet in-country and travel and accommodation. With consultants spanning various time zones, we are able to work on urgent requirements around the clock.

Our discipline-specific recruitment consultants support our clients by taking the time to gain a thorough understanding of their recruitment needs and culture. When a vacancy arises, theysource and propose fully qualified candidates who are interested in permanent staff roles (direct hire). Following shortlisting based on competency, our team then map the needs of each candidate against the requirements of the client to ensure there is a high degree of synergy.

Applus+ operates a competency-management system (CMS), including continuous skills assessments, to ensure that it attracts the best staff and that they remain the best throughout their careers with us. We provide our recruitment consultants with market-leading candidate-attraction tools and best-in-class recruitment, selection, assessment and profiling techniques so our clients can be satisfied that they have chosen the right partner to add value to their recruitment processes.

At Applus+, our fees are contingent upon the successful placement of a candidate. We will even offer a replacement free of charge or a proportion of the fee back should the candidate choose to leave within a given timeframe. So, failure to source the most suitable candidates for our clients is not an option. We work with the most sought-after skillsets in the world and take pride in achieving customer satisfaction.

Applus+:

- Has the largest global footprint in the industry, with a presence in 70 countries and an ability to work around the clock
- Has an internal database of more than 700,000 potential candidates and invests heavily in external subscriptions, providing a total global talent pool of 450 million active and passive jobseekers
- Operates a competency-management system audited by Opito
- Operates an integrated management system to ISO 9001:2008, ISO 14001:2004, OHSAS 18001:2007 and ISO 29001 standard. We are also certified by a UKAS-accredited certification body
- Is a member of the Recruitment and Employment Confederation (REC)

Target customers

Applus+ services the entire asset life-cycle within the energy and infrastructure industries with talent ranging from junior to executive level.

Working with owners/operators, consultancies, contractors and sub-contractors, we deliver expat, local and national recruitment solutions to the energy (oil and gas, power generation, utilities, renewables, etc.), process (petrochemical, mining, etc.), infrastructure (construction, transport, utilities, etc.) and aerospace sectors.

Key customer benefits

Benefits of using the Applus+ permanent-recruitment service include:

- Focus: we are recruitment experts, so when we are given the chance to do what we do best, our clients can concentrate on their core business
- Cost efficiency: our fees are based on success; if we do not find a suitable candidate, the client does not receive an invoice
- Flexibility: we are able to support single/ad-hoc requirements or requirements for a complete workforce
- Speed: Applus+ can source personnel rapidly, wherever they are required in the world