

# WORLD-CLASS ENGINEERING CLIENTS LOOK TO US TO BRIDGE THE GAP.

## Engineering / Construction

### Case in Point: ENGINEERING / POWER / PROJECT MANAGEMENT

A world leader in engineering, construction and project management, our client, one of the oldest and largest corporations in the United States, continues to build on its reputation as the first name in construction oversight for airports and seaports; defense and aerospace facilities; pipelines, road and rail systems; refineries and petrochemical facilities; as well as environmental cleanup projects. Having recently won large-scale rebuilding contracts on a national and international scale, this world-class leader needed help ramping up its workforce and called upon Beeline Recruitment Process Outsourcing (RPO) for help.

#### Our Mission:

Work closely with recruiters from this client's Engineering, Procurement and Construction (EPC) division to fill more than 70 senior-level and management-level positions across the globe. Areas of specialization included engineering, contracts, procurement, environmental safety and health, project management and construction. Far-ranging job locations included Australia, Brazil, Canada, Chile, Egypt, Qatar, Saudi Arabia, United Arab Emirates, and the United Kingdom, as well as more than 15 states in the U.S.

#### Our Target:

Find the world's best talent for highly skilled job openings that included: Startup Engineers; Project Engineers; Contracts Managers/Specialists; Senior Nuclear Engineers; Turbine Specialists/LNG (Liquefied Natural Gas); Tank Fabrication Managers; Mechanical, Electrical, Piping, Boiler and Civil Superintendents; Modular Construction Managers; Senior Environmental Program Managers; Lead Construction Superintendents; Senior Geotechnical Engineers. Annual salaries in this case ranged from \$80,000 to \$200,000+.

#### Our Timeline:

A 16-month endeavor, that remains ongoing as other positions (in addition to the initial 70 openings) have become available over time.

#### Obstacles to Overcome:

Working for such a large, diversified, worldwide organization (with a 44,000+ headcount) presented a world of opportunity and challenge. Each business function supported by Beeline RPO had its own set of challenges and unique hiring processes to adapt to. The hiring process, for example, could take 90-180 days before a candidate could be delivered an offer, so Beeline RPO had to be diligent in keeping candidates "warm, informed and motivated."

In addition, we were working to fill positions around the world in less-than-desirable locations (e.g., war zones; extreme weather climates; small, isolated communities). We were also working with and managing international hiring requirements in very complex and politically/economically challenging cultures.

In our case, the ideal candidate would not simply be found surfing the job boards. In fact, job requirements were so challenging, most search firms were not up for the challenge.

**Factors of a typically difficult hiring assignment we faced—and were able to fill:**

Environmental Safety and Health Manager based in Kitimat, Canada

- Mining and Metals for the 3rd largest aluminum production facility
- Hired candidate would be responsible for all ES&H issues for entire facility
- Harsh weather conditions (up to 18 feet of snow annually in an extremely remote facility off the Gulf of Alaska). Area population: 10,500
- Shift work based on six 10-hour days
- 5+ year project without ability to relocate the candidate's family

**Mission Accomplished:**

In 16 months time, Beeline RPO has served the client well by:

- Supplying more than 750 quality vetted candidates
- Filling 50 high-level positions in 2008
- Achieving an interview-to-offer ratio of more than 43%
- Saving our client \$104,000 in fees over the typical staffing firm

Our client, in this case, repeatedly requests our support in recruiting for individual key positions, larger-scale contracts and task orders requiring quick turnaround.

**Among the reasons this world-class engineering leader looks to us to bridge the gap:**

- Our ability to be agile, show strong performance, and successfully navigate their challenging process (leading this client to champion us to other organizations across multiple global business units).
- Our strong knowledge and understanding of this client's business areas and end clients.
- Our ability to ramp up quickly to meet the scale of support needed, our turnaround time in submitting qualified candidates, our attention to detail in providing fully screened candidates ready to interview, our follow-through and focus on customer satisfaction.
- Our success in filling positions through creative sourcing techniques (Web 2.0), our strong international relationships, our rapport with quality passive job seekers, our presence on niche websites, and our extraordinary database of more than 100,000 candidates.

**What the client Project Manager, in this case, had to say:**

*"During the course of the past year, your Beeline recruiters have diligently worked to provide me with quality resumes. They have taken the time to understand not only the job descriptions, but also the specific challenges of each position. I greatly appreciate all of your effort."*

Equipped to tackle the most demanding recruiting assignments, Beeline Recruitment Process Outsourcing (RPO) has excelled in many challenging sectors, from IT, oil & gas, and finance to high-level security clearance positions.

In a field where the right connections lead to the right hires, Beeline RPO recruiters have the edge—with almost three times more RPO experience than our competitors. Beeline RPO brings you the pick of active prospects and premium "passive job seekers" you didn't know existed.

With 15 years of experience as RPO experts, we know what it takes to deliver great candidates, even when turnaround is tight.