

RECRUITMENT SOLUTIONS

FOR

SUNY MARITIME

ATLAS PROFESSIONALS
MARKET LEADER IN WIND ENERGY
RECRUITMENT

SEPTEMBER 2019



Atlas
Professionals



For the complete range of specialist recruitment and HR services in Energy, Marine & Renewables

Our Specialist areas

- Seismic
- Survey
- ROV, Diving & Inspection
- Management & QC
- QHSE
- Marine Environmental
- Renewables
- Platforms & Jack Ups
- Drilling & Well Services
- Operations & Maintenance
- Dredging
- Offshore Marine
- Decommissioning
- Engineering & Project Controls
- Catering

The international solution



A reliable partner

€370 Million
Turnover in 2018

37+ Years of experience
In Energy & Marine

8^{+/10} Average rating on our services
from clients and employees

Inner circle of 35,000 professionals

1,000,000
Mandays in 2018

110 Work countries
Around the world



30%
Work in Energy

35%
Work in Renewables



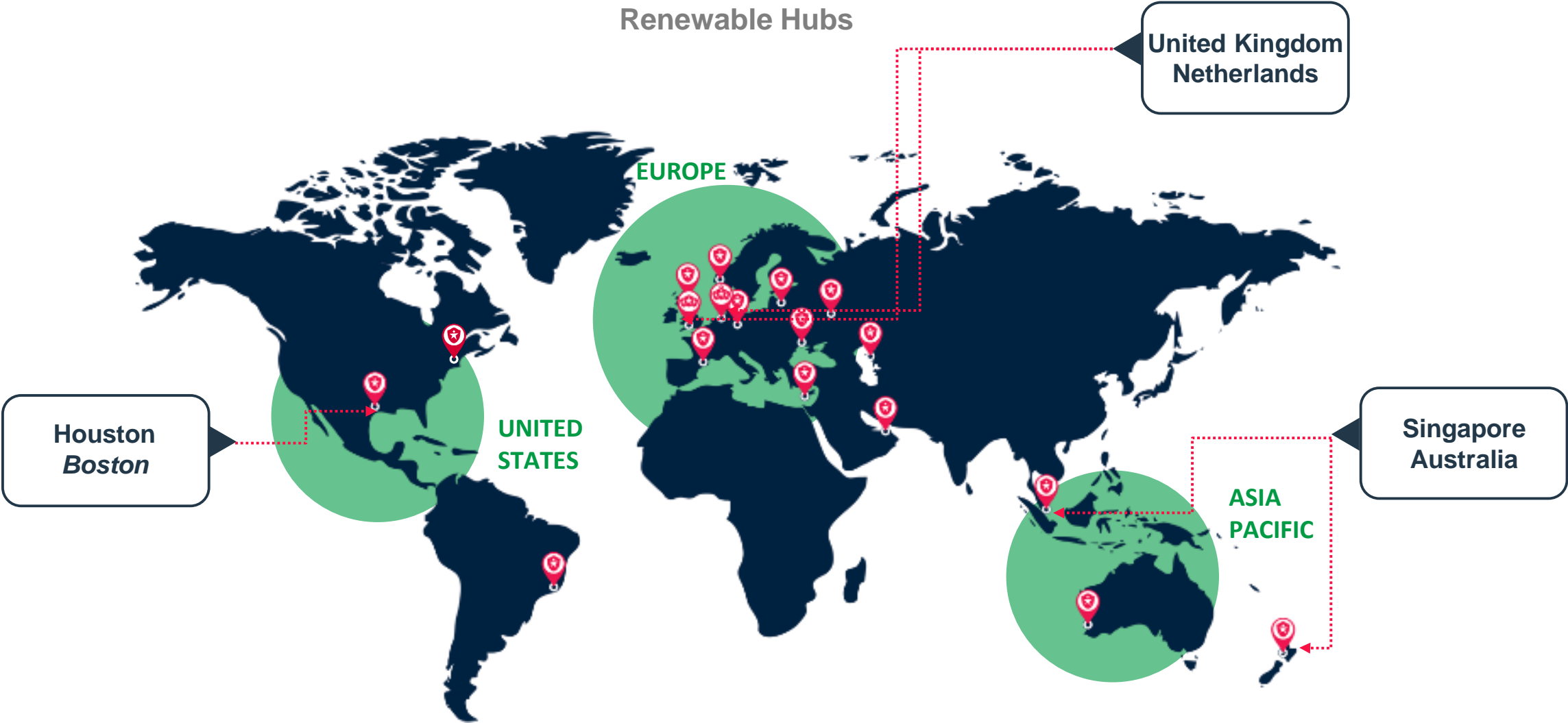
30%
Work in Marine

5%
Work in Catering

We are Compliant. We are Competent. We are Committed.

Global Reach

Renewable Hubs



Wind Farms  Substations 

WIND EUROPE EXPERIENCE



WIND USA EXPERIENCE

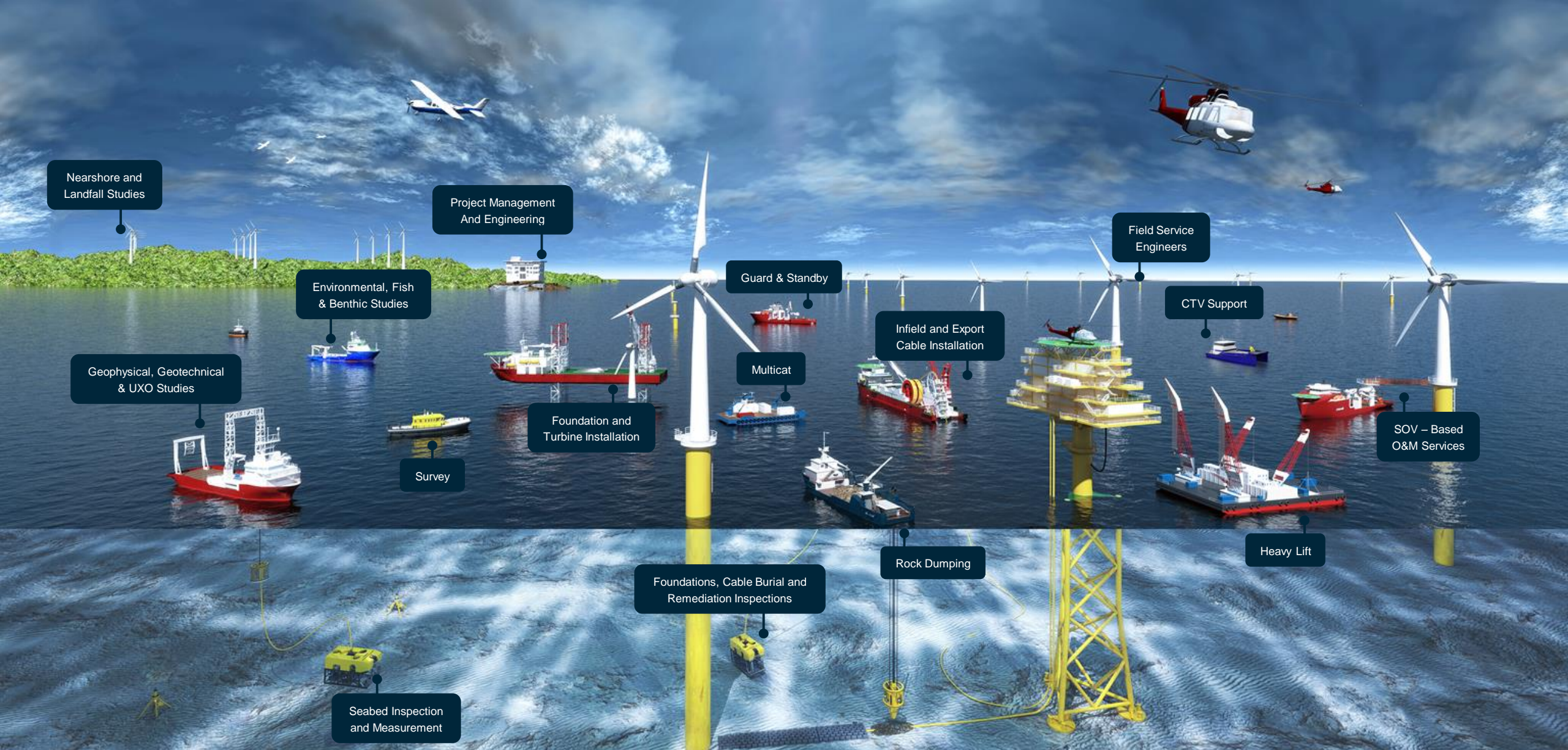


WIND TAIWAN EXPERIENCE



We provide the people you need to engineer, plan, install and operate an offshore wind farm

Atlas Professionals delivers reliable, ethical and flexible personnel solutions to the international offshore market. Our professionals have a wide range of market-leading knowledge and can provide practical advice and ensure project development strategies are robust, achievable and aligned with industry best practice. We take pride in our reputation for providing the most skilled, reliable and experienced people to already 72 wind farms and 8 substations in Europe, 3 wind farms in USA and 2 wind farms in Taiwan.



Nearshore and Landfall Studies

Project Management And Engineering

Environmental, Fish & Benthic Studies

Geophysical, Geotechnical & UXO Studies

Survey

Foundation and Turbine Installation

Guard & Standby

Multicat

Infield and Export Cable Installation

Field Service Engineers

CTV Support

SOV - Based O&M Services

Seabed Inspection and Measurement

Foundations, Cable Burial and Remediation Inspections

Rock Dumping

Heavy Lift

Developing & Permitting

Construction & Installation

Operations & Maintenance

Complete Personnel Service Solution Offshore Wind

Recruitment

Temporary Recruitment

1. Recruitment

Temporary, contract and permanent sourcing Industry salary benchmarking including the negotiation and putting in place project labor agreements with the trade unions.

2. Compliance

Certificate and reference checks
Gap analysis of training needs

3. Logistics

Personnel planning schedules
Full logistics management: car, train, flight and accommodation

4. Legal, Tax & Insurance

International tax and social security advice
Organising and structuring contractual matters
Specialist insurance advice

5. QHSE

In house safety briefings
Industry recognised accreditations
Provision of PPE

6. Payroll & Benefit Administration

Clear timesheet process
Engagements options, either employment or Limited Company
Pay roll administration

Executive & Permanent Recruitment

1. Start Up

Meet with client
Design job and person specification
Confirm search strategy

2. Research

Map network
Utilise database, market knowledge and tools
Build candidate pool

3. Contact

Introductions
Discuss career goals and specifications
Interview

4. Present

Shortlist
Produce detailed candidate reports
Check references

5. Offer

Manage negotiations
Sign contract and onboard
Feedback

Sourcing Strategy

Process

Whiteboards for Focus Disciplines

Recruiters use online whiteboards in our CRM system where they keep track of the availability of competent professionals within their focus area.

Retention of Inner Circle Professionals

Our first priority is to make sure we have a happy workforce. A loyalty program, training programs and career progression paths stimulate retention.

Targeted Professionals

Focus profiles help us understand where we can find targeted professionals, what tone of voice to use and what message to communicate.

Recruitment Landing Pages

Atlas creates custom made landing pages, reflecting specializations, including their open vacancies, and all the necessary content.

Online Recruitment tools

Via ongoing targeted marketing campaigns, we manage to drive traffic to specific landing pages, increase applications and new registrations.

Events & Exhibitions

we exhibit at industry events, organize our own recruitment days throughout the year, provide re-entrance safety training workshops and visit various schools.

Progressive Profiling

We have customer journeys in place which triggers automated personalized emails and stimulates professionals to update their profiles via MyAtlas portal.

Qualification Process

interviews take place to ensure professionals meet all requirements. During this process we conduct reference checks, perform skills screening and document verification. When needed additional training is scheduled,



Personnel

We Provide Temporary, Permanent & Executive Search Recruitment

Developing & Permitting

Permit Managers
Risk Managers
Cost Engineers
Procurement Managers
Contract Managers
Document Controllers
Project Managers / Planners / Engineers
HSEQ Managers
Survey Teams
Geologists
CAD
Report Writers
MetOcean Analysts
Data Processors
Environmental & Consent Manager
Commercial Fisheries Consent Experts
Harbour Site Supervisors

Construction & Installation

Client Representatives (Cable, Survey, UXO)
UXO Diver
UXO Consultant
Cable Installation crew
Jointing Supervisors
Cable Testing jointers/ Engineers
Carousel and Tension Operators
Electrical Technicians
Pilot Technicians (ROV, Plough & Trenching)
Inspection Engineers
Crane Operators
Materials Coordinators
QHSE/ HSE/ Medics
Quality Personnel
Fabrication Supervisors
Skilled Construction/ Craft Workers

Operations & Maintenance

Operations and Maintenance Managers
Asset Integrity Managers
Operations Controller
Control Room Technician
SCADA Engineer
Communications Network Technician
Marine Coordinators
Heavy Lift Technicians/ Supervisors
Electrical/ Mechanical Engineers
Rope Access & Blade Repair Managers/ Technicians
Site Supervisors
Wind Turbine Technicians
Painters
CTV Crew
Radio Engineers

EU Specialists

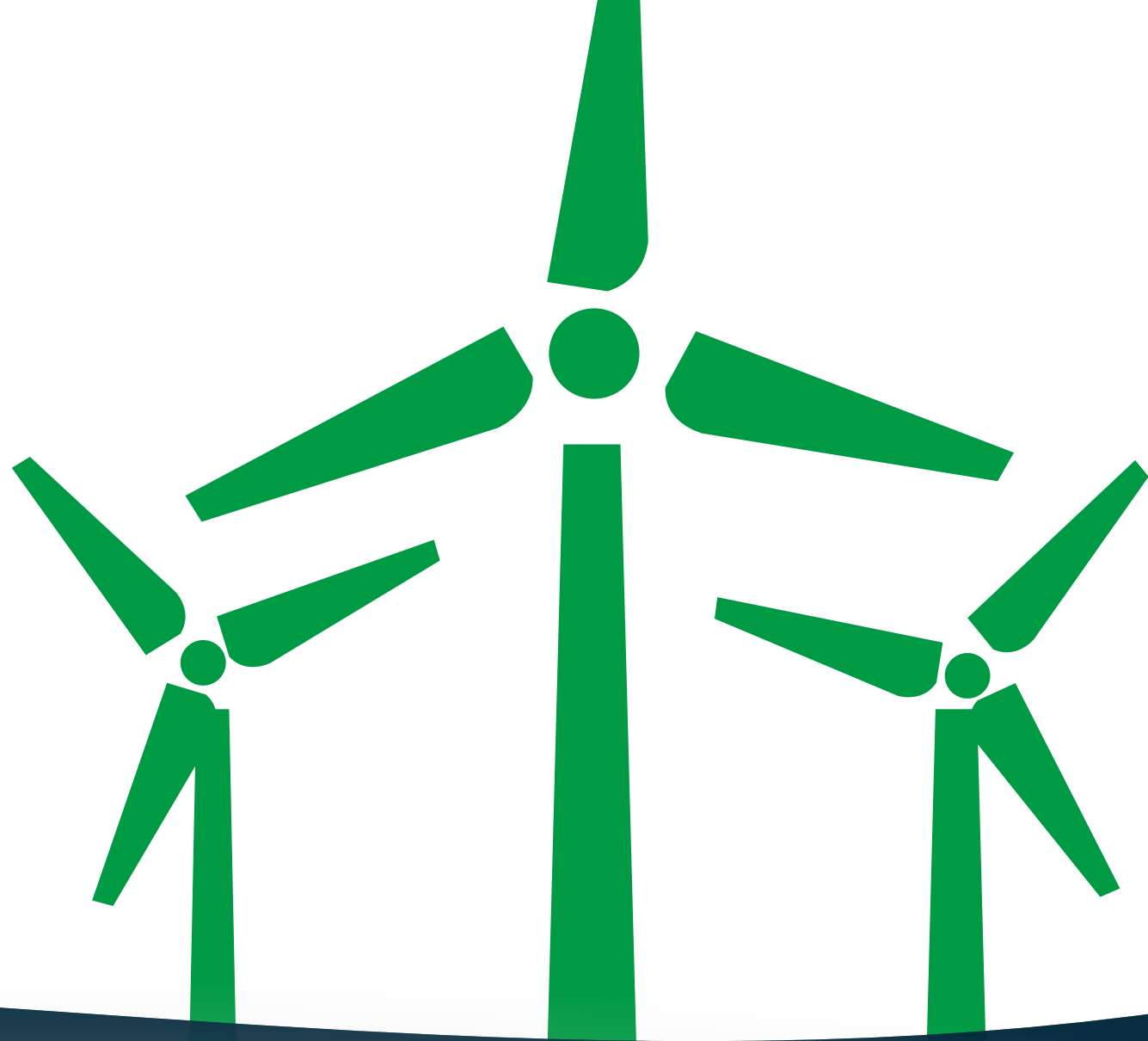
Existing
US
Workforce

New
Talent &
Graduates

Union
Craft
Workforce

Non-Union
Craft
Workforce

Ideas →
CAN CHANGE
THE *World*
←





Atlas
Professionals

*Let Atlas Professionals **work for you!***