



CASE STUDY

Oil and Gas Company | Innovative Recruitment

BRIEF

A client was looking to recruit a key person to work closely with top management and create a complete internal audit structure. Volt considered factors such as the organisation's position within the corporate group and the challenges ahead and then efficiently identified and utilised the networking tools necessary to supply this key resource.

BUSINESS CHALLENGE

As the client had already identified an internal candidate strongly supported by some top managers, Volt needed to act urgently to find the perfect match for the required role. In order to exceed the client's expectations, the ideal candidate needed experience that combined Oil & Gas, Managerial, Big4 and an internal audit background.

BUSINESS NEEDS ADDRESSES

- Responding to the client's specific criteria to source the top resources that meet their needs, Volt always sends qualified candidates and brings a level of quality to the client's recruitment process above that delivered by competitors
- Due to Volt's ability to find and attract rare and/or "often headhunted" candidates, the company is equipped to handle hard-to-fill roles

Length of Relationship: Since 2007



SOLUTION

Volt resources were assigned to rapidly address the client's need in terms of quality and speed. On the first day, networking tools were used and key audit managers in the Oil & Gas industry were approached.

After 48 hours of work on this role, a candidate in Kazakhstan was recommended by another potential candidate. This individual caught the client's attention as he was the perfect match for their requirements. He was also clearly interested in the role, the company and the location.

OPERATIONAL IMPACT

The benefits of Volt's service delivery include:

- The tailored solutions Volt delivers, based on clients' individual requests
- The wide range of recruitment tools offered to generate "never seen" candidates
- Volt's HR activities such as providing candidates with information not only about the role and the company but also details regarding working in the client's specific locations (relocation information, benefits provided by the company and its working environment)
- Volt's activities regarding salary negotiation and relocation

RESULTS

After some key meetings with top management, the candidate had an in-depth conversation with the Chief Executive Officer (CEO). An offer was then extended to him, within 1 month of Volt initially submitting his profile.

Succeeding in front of an internal referral, the client liked Volt's candidate so much that they agreed to wait for more than 3 months (the candidate's notice period) in order for him to finish his project appropriately and relocate from Kazakhstan to France.

Based on Volt's subsequent meetings with the HR Director, the client is more than happy with the candidate's work and dedication. He has become a key element of the company and has set up multiple processes and methodologies on a worldwide basis. He has developed strong relationships and demonstrated his potential to top management, including the CEO, by further expanding his original responsibilities.

CLIENT PROFILE

Industry: Oil and Gas

Founded: 1965

Employees: 5,000 Worldwide

Operating Countries: 15 Countries

Business Overview: Market leaders, both in terms of market share and technical expertise, in the offshore oil and gas industry.

