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# People Solutions for Energy

**Williams Munroe Energy**  
\_\_\_\_\_ The power of people

Staffing the energy transition

[www.williamsmunroe.com](http://www.williamsmunroe.com)

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**Williams Munroe Energy**  
————— The power of people

*Supporting the Energy Industry with Top Talent*

# Who we are

With all hands on deck tackling a lower carbon future, the global energy transition from fossil fuels to alternative renewable and sustainable energy sources is rapidly increasing in momentum.

Williams Munroe Energy is at the heart of this transition; for over 30+ years we have provided technical experts to fossil, renewable and sustainable energy clients, and the energy industry supply chain.

We connect energy related businesses with skilled talent and provide innovative solutions that set them apart.

# Why use us

We are backed by [James Caan CBE](#), as a part of the [Recruitment Entrepreneur group](#), meaning we have unprecedented access to talent resource pools across the wide spectrum of technical disciplines the energy sector requires.

Having breadth across energy disciplines does not mean our technical knowledge is shallow. At Williams Munroe Energy we have worked on, and delivered technical projects with you, as the technology and the energy mix has evolved over the last 30 years.

We know what you do, why you do it, where you do it, the skills required, and the technology utilised to lower risk and deliver on your energy project commitment.



# What makes us different?

Like the energy industry we operate a lean six sigma approach.

We hate process waste, operate globally with agility, engage with integrity, and use technology and innovation to our and your advantage.

We understand the volatility of the energy world and constant change is a given, we are highly flexible and here for you 24/7 - 365 days a year.

We know the economics need to stack up for you. We provide people solutions through a variety of alternative business models to ensure quality, speed and cost are in perfect harmony.

We are relentless in our quest to deliver top talent to you.

# Talent as a Service



At Williams Munroe Energy we offer Talent as a Service (TaaS). This permits us to proactively partner with our clients, identify pain points at every phase of the human resources journey, and provide cost effective solutions to address those needs.

TaaS, Talent as a Service, is a flexible suite of managed solutions Williams Munroe Energy deploy to enable our energy clients, their workforce talent, and their future talent requirements to achieve unprecedented levels of quality of service.

## Services and Solutions

We believe in collaboration as a true partner and are in it for the long haul with you. For that reason, we operate flexible business models to permit added value.

### **Global energy workers**

*Onshore, near-shore,  
offshore, renewable,  
decarbonising, energy  
storage, petro-  
chemical and oil &  
gas projects*

- Permanent and Interim placement
- Fixed term temporary contractors
- Engineers, Technicians & Operators
- Technical, Sales & HSEQ Managers
- Project & crewing startup support

*"24 hours a day, 365 days a year, global payroll operating in 235 countries."*

### **The Power of People**

*Site Survey investigation, characterisation, Pre-FEED, detailed engineering design, upstream and midstream, EPCI, maintenance, inspection, balance of plant, processing, refining and power distribution.*

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#### **SUPPLY OF CONTRACT PERSONNEL**

Energy projects are massively human resource intensive and time critical. Energy flows 24/7, 365 days a year and so do we. We provide you with the very best temporary contractor personnel within the energy sector:

- Personnel across a wide range of technical disciplines
- Local and expat contract personnel to suit your needs and budget
- On an individual-by-individual basis supply of technical personnel

#### **PERMANENT / INTERIM PLACEMENT**

Quickly finding the perfect employee fit requires shortlisting by people that have done the job. Avail of our technical and management depth of our knowledge to get the right person first time:

- Principal, Senior and Specialist engineers, techs & operators
  - Technical leads and management
  - Functional leads and management
  - Tactical succession planning & shareholder value
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- We can also proactively assemble and mobilise entire project teams/crews
  - Around the clock travel, logistics and visas support
  - Schedule management and on time payroll via a tailored online timesheet – nothing gets approved before you do
  - Ensuring all contractors are 100% compliant and licensed to operate to your requirements
- preservation: Providing discrete and confidential Senior Energy Management & Non-Exec Directors via early engagement
  - Niche Research, Engineering, Manufacturing & Sustaining Staff

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## PROJECT OR BUSINESS STARTUP

Let us do the “heavy lifting” when it comes to putting in place the human building blocks for project start-up or operating company start-up.

We build your early-stage team as a project. Avail of our cohesive pool of qualified interim senior management, engineers, technicians, and operators to minimise cost and optimise utilization of onsite resources on a pay per use of staff basis. This helps you:

- Minimise early-stage cash flow burn-up
- Minimise waste on under-utilised staff and staff selection

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## R&D AUXILIARY SUPPORT

At Williams Munroe Energy we love innovation and technology and have been involved at all stages of the research, engineering, manufacturing, commercialisation and sustaining product lifecycle.

You retain your own Invention, IP, Intellectual Knowledge and Patent rights - whilst outsourcing to us the more labour intensive “grunt” work associated with delivering R&D projects on time, in budget, and to market quicker.

Whether it is engineering and fabrication support, finite element modelling and analysis, lab test and SIT support, documentation for user, maintenance, training, and learning programmes, or go to market sales toolboxes:

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- Start on a 'pay per use of staff' basis and optionally convert to permanent staff once you are comfortable, generating cash, and as a longer-term solution
  - Shorten the learning curve and minimise administrative wasted time and cost by availing of our knowledgeable inhouse shared service team
  - Capitalise on our economy of scale, global payroll, technical talent pools, crewing and support services
- You retain 100% of the IP & IK
  - Reduce the cost and inefficiency of having the "non-sensitive" auxiliary R&D tasks completed on time
  - Maximise return from in-house resources investment on the value-added R&D elements
  - Access to the right resources at the right time and on a pay per use basis
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## **DIGITAL TRANSFORMATION**

The global pandemic, cyber-attacks becoming increasingly sophisticated and demand to lower the cost and footprint of bringing energy to market has amplified the need to accelerate digital transformation.

Achieve value added analytics, process digitization, and automation for enhanced capabilities, and resilient digital platforms.

- Assuring business continuity and critical system uptime by using our industry experts to fortify your technical governance, compliance, digital forensics, and cybersecurity

## **JVS, MERGERS & ACQUISITIONS**

Merger and acquisition activity in energy and utilities is on the up.

Companies with capital are finding great opportunities to invest across the energy supply chain.

The aspiration for net zero and resulting energy transition adds an additional dimension to the M&A landscape.

We think like an investor.

Avail of the breadth and depth of our energy sector knowledge for:

- Deal advisory services.
  - Risk Consulting
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- Shorten the project learning curve and cost by improving knowledge reuse globally – implement digital knowledge harvesting, sharing, and technical support
  - Reduce project cost and improve operational integrity through implementing a remote digital workforce, remote sensing, edge computing and IoT specialists
  - Improve speed and accuracy of decision making with established blockchain, AI, digital twins, and machine learned engineering
  - Facilitation and brokerage
  - Strategy
  - Pre-acquisition due diligence
  - Post-acquisition integration
  - Organisation engineering
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## **OUTSOURCE HR RECRUITMENT**

Sourcing and retaining talented staff is our core business at Williams Munroe Energy - we do it at scale, constantly, every single day around the globe.

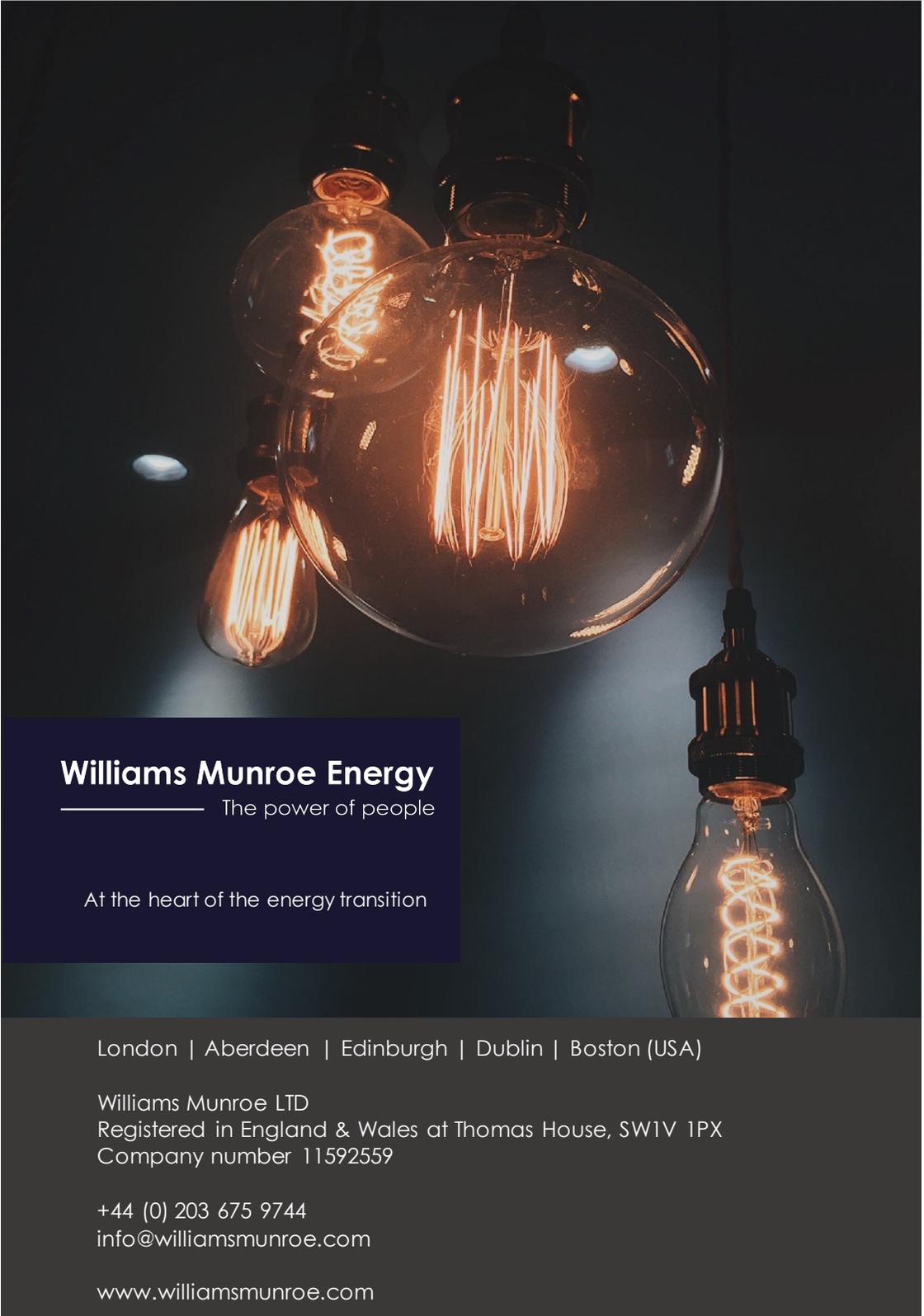
We combine our knowledge of the energy sector, HR operations, and recruiting expertise, with a uniquely innovative ecosystem incorporating proven processes already mapped out to remove wasted time, minimise effort and reduce your costs.

Seamlessly outsource to us all or some of your organisation's recruiting, talent management, employer value proposition, HR brand management and strategizing.

- Save on HR compensation cost without any compromise in quality.
  - Avail our best-in-class recruitment process, tools and technologies to save on wasted:
    - o Process time
    - o HRIS integration, configuration, and customisation
    - o Vendor cost
    - o Unused licenses
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- Ineffective subscriptions
  - Non-compliance
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- Improve hiring performance and delivery time; we only get paid if we perform to the agreed service level agreement.
  - Borderless careers from inside. We set up your internal referral schemes and internal position availability, managing the process, structure and engagement to promote staff from within.
  - Transform your employer value proposition and brand with award winning Career portals. No-one knows your careers portal is outsourced – behind the scenes we ensure it is best in class, safely hosted, and properly curated with engaging relevant content. We seamlessly manage your job posting and provide responsive candidate workflows saving you money on ineffective job advertising.
  - Avail of our GDPR compliant cloud-based talent pooling and pre-qualified candidate CV access subscription to easily access, research, and shortlist your own candidates.
  - Give your hiring manager back the time previously wasted interviewing superfluous candidates and allows them to get on with running a successful operation and business. We use innovation, the latest technology, and proven automated processes to ensure your hiring managers only spend time interviewing a minimal top-tier shortlist.
  - We enhance the human selection factor, and achieve true unbiased qualification of candidates, by using a variety of augmented, gamified, intelligent, and automated candidate pre-screening, personality, and psychometric services through a single user-friendly interface. You get more for less, quicker, and better than before.
  - Prevent loss of a good candidate due to poor responsiveness and tracking. We can provide job-offer management, timely touch points, and facilitate successful onboarding, leaving your HR and Hiring managers to focus on developing, retaining, and engaging with the existing workforce.
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- Assessment profiling and Interview coaching - get it right first time and minimise wasted interview time and effort. Let us prep your hiring managers via dedicated coaching, assessment profiling and tactical candidate engagement.
  - Salary and Remuneration benchmarking and Industry Sub-sector Peer Review – helping you get relevant information – even for the most niche of disciplines and powering you to new levels of employer value, attraction, retention, and incentivisation of your workforce.
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## Williams Munroe Energy

————— The power of people

At the heart of the energy transition

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