

COMPANY profile





What we do

Established in 1982, Prodrill Energy Resource Solutions is your trusted recruitment partner, supplying highly qualified and experienced personnel for the global upstream sector of the energy industry.

With our recruitment expertise spanning across four decades, we are proud to have supported thousands of clients' projects worldwide across a variety of disciplines including:-



drilling services



completions
& well services



subsea



engineering



decommissioning
plug & abandonment



operations &
maintenance



geosciences



management
& support



Our experience

Our industry knowledge dates back to 1982 and we pride ourselves in building strong working relationships with all our stakeholders, allowing us to provide the highest level of service and satisfaction. Prodrill currently supplies a diverse range of personnel who support a variety of energy projects worldwide.



Our vision

Prodrill continues to strive to be the best upstream recruitment partner in the eyes of our people, internal and external stakeholders, and our shareholders.



Our values

Everything that Prodrill does is pursued and underpinned with a commitment to our five core values;

- ✓ **Relationships** - building and sustaining relationships through listening and really understanding people's needs in an open and caring manner.
- ✓ **Success** - being driven by our high standards, both ethical and technical to exceed expectations and produce results.
- ✓ **Quality** - promoting our applicants and clients, valuing their industry experience and understanding their needs and requirements.
- ✓ **Improvement** - continually investing in our people and systems to increase their potential and enhance our capabilities. We stimulate new ideas and challenge the familiar to promote change.
- ✓ **Integrity** - applying our business culture to deliver, openly and truthfully on our promises to all involved both internally and externally.



Our team

The Prodrill team has more than 100 years of combined experience across oil & gas, recruitment and commercial sectors, we continue to invest in the best methods of training and development for our team to be fully conversant in the field of energy recruitment.

We do this by enhancing our knowledge and skills within the energy sector to ensure a clear understanding of the technical skills and competencies required by our clients for each role.

Our employees receive internal and external training on our recruitment technology, allowing them to use advanced search criteria on client specific requirements. Social media training is also provided to ensure employees are skilled in creating, sharing and exchanging information and ideas in virtual communities, which enables positive profiling of our clients and their vacancies.

Financial and commercial training in areas such as oil and gas contract law and global tax awareness is delivered from a legislative perspective with a focus on how this may influence related parties. We work with specialised providers with bespoke courses to suit our business profile.

with over

100 years

combined industry
experience

over

36 years

in upstream
oil and gas
recruitment

worked on over

2000

client projects



Our charter

Prodrill promise to:

- ✓ Provide our clients with immediate access to a wide range of multi-national applicants through our extensive network
- ✓ Advertise vacancies free of charge on our global website to attract as wide a response as possible
- ✓ Take time to understand your organisation's culture and values and use this knowledge to positively promote your company to suitable applicants
- ✓ Continually develop our staff to ensure current market knowledge and industry awareness
- ✓ Provide you our clients, with an experienced dedicated account manager to support your assignments
- ✓ Make regular contact and visits to discuss any on-going requirements
- ✓ Offer full logistical support, ensuring proficient mobilisation of personnel on a global basis
- ✓ Use our international networks to provide up to date information and advice pertaining to each work location
- ✓ Respond to applicants quickly and ensure that CV's are only submitted with prior approval and fairly represent the candidate's skills, experience, and competency



Our global reach

We continue to support our clients' operations across the globe. Our clients vary from multi-national oil and gas companies, independent operators, joint venture partnerships and service companies supporting the energy sector.

To achieve this, we have made a conscious decision to grow our business by discipline strategy and supporting our clients' recruitment needs regardless of location. Prodrill will always respect the laws and customs of the countries in which our personnel are assigned, paying attention to work mobilisation and logistics requirements for each.



Our digital reach

Online digital brand awareness and social media networking is critical to global candidate attraction. While our recruitment team carries out the necessary filtering and selection of current applicants, our in-house technology displays the vacancy immediately on our recruitment portals. Prodrill have invested significantly over the past several years in our on-line digital footprint.



supported,
clients across

37

countries

- | | | | |
|---------------|------------|------------------|----------------|
| Argentina | Gabon | Monaco | Qatar |
| Abu Dhabi | Ghana | New Zealand | Sierra Leone |
| Algeria | Greenland | Netherlands | Syria |
| Angola | Indonesia | Nigeria | UAE |
| Azerbaijan | Italy | Norway | Uganda |
| Brunei | India | Oman | United Kingdom |
| Cote D'Ivoire | Kurdistan | Pakistan | Yemen |
| Cyprus | Liberia | Papua New Guinea | |
| Egypt | Libya | Peru | |
| France | Mozambique | Poland | |



Our recruitment mythology

The recruitment process is at the very heart of our business. We believe that recruiting and retaining the very best candidates is key to the quality of service we deliver to our clients.



Our recruitment processes

From the screening stage we follow a rigorous interview process designed to disclose as much relevant and necessary information (including experience, education and technical competence). This enables us to consider whether the applicant is appropriate for our client portfolio and if they possess the required skills for current and future vacancies.

Using our skills and experience, the applicant's background is then evaluated against the following:

- ✓ technical knowledge
- ✓ qualifications
- ✓ technical skills
- ✓ health & wellbeing
- ✓ specific country/location experience
- ✓ specialised experience e.g. Deepwater, HPHT
- ✓ previous career history
- ✓ personal profile
- ✓ culture and values



Our ongoing support

We offer a range of services which are designed to complement our recruitment process:

- ✓ Ongoing aftercare for all applicants we engage and supply
- ✓ Ongoing aftercare process with clients and line managers
- ✓ Travel, emergency and repatriation insurance FREE to all workers
- ✓ Applicant networking events and workshop seminars
- ✓ Customer confidence analysis to measure and improve the quality of our services
- ✓ FPAL reviews and analysis of such reviews to improve the quality of our services
- ✓ Regular client meetings to understand current and future projects and embrace core values and cultures



Our standards

Prodrill is driven by high standards, both ethically and technically, to exceed expectations and produce results, and we have developed a robust quality management system which has gained us ISO 9001:2015 certification.

Prodrill strictly adheres to an anti-bribery policy, wherein it is expressly stated that we do not tolerate, permit, or engage in; bribery, corruption or improper payments of any kind in our business dealings anywhere in the world, both with public officials and people in the private sector. Ethical behaviour is in the long-term interest of the company.



Our memberships

Prodrill are delighted to maintain our memberships with leading industry bodies across the oil & gas and recruitment sectors.

OIL&GASUK Oil & Gas UK is the leading representative body from the UK offshore oil and gas industry. It is a not-for-profit organisation, established in April 2007 but with a pedigree stretching back over 40 years.



Decom North Sea is the single topic, multi region membership organisation which connects capability with opportunity across the oil and gas decommissioning sector. Decom North Sea is working to enhance knowledge transfer and facilitate collaborative activities to deliver, “innovative models” that minimise decommissioning costs.



The Recruitment & Employment Confederation (REC) is the professional body for the recruitment industry. The REC represents more than 3,500 corporate members who have branches across all regions of the UK. In addition, the REC represents more than 10,500 individuals through its Institute of Recruitment Professionals (IRP).



Achilles FPAL is a community used by major buying organisations within the Oil & Gas sector. It enables the oil & gas sector to use Achilles’ proven supplier pre-qualification system to identify, pre-qualify and assess suppliers for tender opportunities and minimise risk within their supply chains.



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