

Headhunting Your World

Kingwell Resources



An **E**ngineered, **D**esigned and **H**uman approach



Engineered, Designed and Human

Engineered:

Our results are founded on hard work, technical understanding and precision. We work with the precision of ensuring we know and approach all experienced candidates, through thorough market mapping and detailed research.

Designed:

Each assignment is designed and tailored to our clients needs. We believe, in order to design the best solutions for our companies and candidates, we must have the freedom to learn, engage and be creative to bring a solution with prosperity for all.

Human:

With our engineered headhunting process and designed corporate fit, we must go beyond technical, and ensure that we are developing relationships at all levels, making sure all prospective matches are engaged. For our clients and candidates, it is important that all parties are reliable and likeable. The human element creates the atmosphere we live and work in.





Headhunted Approach

Headhunting is a term often misused. Below we look to explain what we do

- We don't work a 9:00 - 17:30 as the candidates we represent are usually already in employment and require discretion .
- We will not rely on Job Boards or use CV databases for finding available people,
- We are not dependent on Social Media (LinkedIn etc.) or advertising for finding candidates,

How we can do this:

- We have already mapped to great detail, the people, corporate structures and projects of all the people in our area of expertise, enabled by having a small and focused discipline area of expertise.
- We get to know our market of people first, a first contact will rarely be to discuss a job.
- By having high level discussions with our clients, we are able to get a clear view of future business needs, our market knowledge often helps clients plan hiring strategies.



Our Services

Retained and Contingent

We predominantly work on a contingent basis, providing our clients with a free service until the point of hire. Headhunting, shortlisting, discussing the chosen role and referencing

For retained searches, we will offer this option when we feel it is the most effective solution for our clients. We would recommend retained search for senior hires where the position has a higher than normal level of commercial sensitivity.

Contractors and Direct Staff Hire

If you are looking for Direct Staff Hire or Contractor solutions, we are glad to assist.

For contractor solutions, we are able to work on a range of options. Should it be introduction only through to full payroll, visas and flights. Dependent on circumstances, we can provide solutions for most countries and would be glad to discuss. When we outsource, for example arranging flights, we only work with carefully selected proven partners and unless otherwise detailed, will include these services to our clients at cost price.





Candidate Offering

What we can offer you:

- You can keep you up to date with the market, keeping you fully informed and in control of your career,
- You can receive a full market assessment for your next move, in complete confidence.
- With our detailed understanding of your market, you can receive support and advice to help guide you on your journey,
- We spend time to fully understand you and your career journey.

When it's finally time to move:

- You are in full control, informed and the process is kept confidential,
- Your details are only sent and discussed directly with a client, after you have E-mail confirmed you wish to apply to the specific opportunity.
- Your application is processed with extreme discretion, we do not engage clients unless we are confident of this.
- We will let you know what we intend to discuss with the client before we do so.
- References are only taken at a suitable stage of the process, and only after you have confirmed consent.
- You have our support through out the complete cycle.



Disciplines

Marine and Shipping:

Our Marine recruitment expertise covers: Ship Managers, LNG, LPG, Chemical, Crude, Container and Bulk.

Technical: Superintendents, Managers, Directors, Project Managers and Surveyors, Naval Architects and Surveyors.

Operations: Marine Superintendents, Operations Managers, Vetting and QHSE,

Commercial: Management, Chartering, Sales & BD, Analysts, Contracts and Finance

Support: Procurement, Tender writers, Communications, PR, Marketing, Recruitment

C'Level: On a retained based only

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