

Our Added-Value

- Are you looking for local and/or expatriate candidates ?
- Do you want your HR to have the full support of experts?
- Do you need a trustworthy partner to help you select the best candidates for you?

Our Methodology

- 1 Analyse** Understand the client's needs and requirements to source the right profiles for the available positions.
- 2 Source** Identify skilled candidates in our international database, our IA matching platform, external job boards and networks.
- 3 Pre-qualify** Interview done by our local recruitment team either face to face or by phone to assess candidates skills, references and motivation for the role.
- 4 Select** Provide a shortlist of candidates based on our interview assessment and tests
- 5 Support** Close follow-up with the client's team and candidates during the recruitment process – from the interviews to the placement

Hire skilled local or expatriate talents everywhere

Your benefits

- ▶ A selection of candidates who have the best profile and attitude for the positions available
- ▶ A large database of qualified candidates
- ▶ Access to Aldelia's national and international recruitment experts
- ▶ All critical steps covered:



Sourcing



Interview



Test



Selection



CASE STUDY: TOTAL






Executive Summary

In 2010, Aldelia had been asked to provide Recruitment Services to support Total in Nigeria for Local and Expatriate personnel. In January 2012, based on the quality of the job done by Aldelia we were requested to deliver this service to other Total project location. Aldelia had over 350 qualified workers to support Total projects in Nigeria. Aldelia was named the number 2 manpower provider for the Total Egina project in 2018.

Recruitment Process – Key Performance Indicators:

- ▶ **Disciplines:** Engineering, Subsea, Drilling, Commissioning, Electrical, Instrumentation, etc.
- ▶ **3-4 days** to submit CVs - 3 CVs per position.
- ▶ **42% of the CVs submitted** by Aldelia have been selected for the first round of interviews.
- ▶ More than **20 nationalities** of candidates.

FACT FILE:

-  **Locations:** Nigeria
-  **Start Date:** 2010 to date
-  **Project Length:** 3 years
-  **350 local contractors**

They trust us:



What clients say about us:



“They provide us Recruitment in various fields of expertise including Technical and Middle and Top Management Recruitment. We highly recommend them as service providers for the services rendered.”

Twigg Exploration & Mining Limited, HR & Training Manager

“You have successfully managed to able all our recruitment plans especially technical field roles, it is quite difficult to have the amazing potential manpower in short time, but we always have positive response and input from you. They are also one of the most positive, upbeat people I have ever met which makes working with them a true pleasure.”

CNOOC Iraq Limited, Human Resources Supervisor