



## Swift Worldwide Resources

is an international recruitment firm specializing in talent acquisition within the oil and gas industry. Swift serves as a strategic partner, offering a turnkey recruitment solution to capture top technical and management talent.

## What our Customers Say...

"Overall, Swift's responsiveness and effectiveness has been key as to why we do business with them. Very well done and I look forward to the continued high level service in the future."

– *Project Director, Major Global Operator*

"Swift is very good and very professional, one of the best service companies out there."

– *HR Manager, Major Oil & Gas Manufacturer*

"Swift is a great company and the personnel have great telephone communication skills. The people are nice and everyone is very positive. Swift responded well when I asked questions. Swift is 'perfect' and a 'benchmark' for oil and gas manpower companies."

– *Engineering Manager, Large Exploration & Production Company*





## Why Choose Swift

- Specialize exclusively in the oil and gas industry
- In business for 30 years
- Workforce of over 300 internal staff members
- 20 operational offices - supporting personnel in 35 countries
- Emphasis on right fit - over 70% of candidates placed 3 years ago are still with the client company
- Average recruiting cycle from assignment to accepted offer is less than 45 days

## Recruitment - A Proven Process

The Swift Recruitment Process has been acutely refined to exceed client expectations on speed, accuracy, and reliability. Swift's global network and team of 150 recruitment specialists combine to make Swift Worldwide Resources the industry leader in contractor and permanent placement services.

### 6 Step Process

**IDENTIFICATION:** Consists of an in-depth analysis of position specifications, careful gathering of requirements with a focus on value and results-oriented experience, which effectively sells company attributes and retains the most successful candidate.

**RESEARCH:** Involves strategic planning for the most effective means of sourcing target candidates including extensive integration of industry resources, virtual communities, magazines, and proven cold calling approaches.

**RECRUITING:** Swift utilizes an extensive database of candidates and companies to actively seek potential candidates from direct competitors and parallel industries located locally, regionally, or nationally.

**ASSESSMENT:** The most important step in the process. By combining behavioral and targeted interviewing techniques, Swift ensures clients are presented with candidates that possess all necessary and desired skill sets, which will prove their value as an exceptional performer within the company.

**INTERVIEWING:** Complete and honest feedback coupled with tailored advice during the entire interview process ensures a smooth and seamless hiring transition.

**ACCEPTANCE:** Consultation and negotiation of all elements surrounding an employment offer. Hands on involvement ensures that the candidate identified gets hired and stays hired.

## Swift's Golden Rule of Recruiting

Swift guarantees all submittals will contain the following criteria:

- Possess 90% or higher of the skills outlined by the client
- Work within the specified salary range
- Motivated by at least one non-monetary factor



## Swift's Strength's

**PLACEMENT:** Swift's goal is to place over 60% of all direct hire positions assigned, which is double the industry average

**DATABASE:** over 40,000 people have the following two things in common:

- The bulk of candidates' real life working experience is in oil and gas
- Majority of the candidates are not on the job boards, as they rely on Swift to present them with opportunities

**TEAMWORK:** Swift can allocate numerous specialized recruiters to directly source for time sensitive positions