



## COMPANY PROFILE



For 14 years, GPS Talent has worked with OFSE and Contract Drilling clients, to source world class professionals across all product lines and job functions.

- Successful hires in **34 countries globally** across 5 continents.
- Versatile, providing multiple options to our clients when hiring for a role. We **offer highly customizable retained and contingency packages**, ensuring we can be as flexible as possible to suit each clients needs.
- Our market focus is across **Mid-Senior level management**, typically candidates with 10+ years experience who are highly qualified in their respective fields.
- Combined, we have over **30 years experience** helping to support clients with world class candidates.
- **The scope of our capabilities is vast.** From hiring business critical positions across Operations, Strategy, Business Development and Engineering functions. Our clients also rely on us to hire senior profiles in QHSE, HR, Finance, Supply Chain and Procurement.
- **We understand that recruitment can get complicated.** Using the expertise we've gained to deal with relocations worldwide, complex financials packages, moving candidates from direct competitors and the many other issues that can arise. We are trained to ensure these processes run and smoothly as possible and will always pride ourselves on ensuring communication with our clients is excellent throughout.



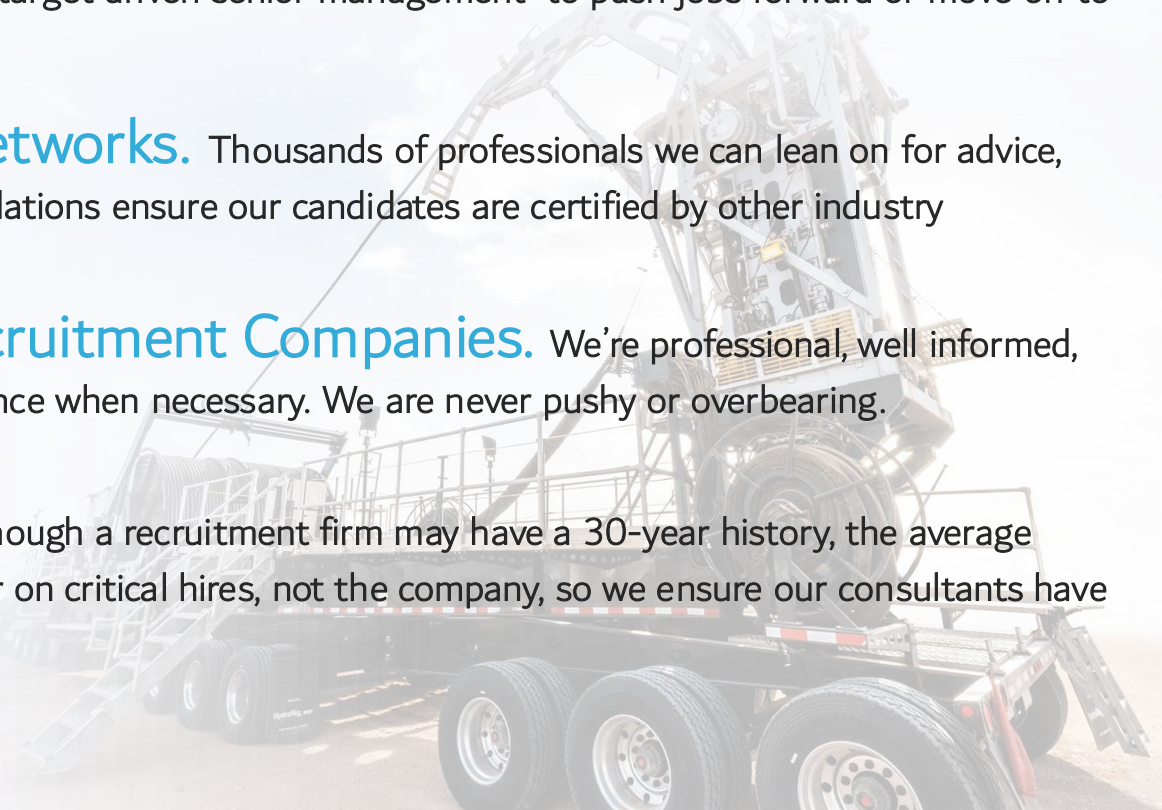
**Unparalleled knowledge of the market.** All of our consultants with 8+ years dedicated to working within this market. We understand this business, its challenges, product lines and companies better than 99% of the recruitment market.

**Boutique business. One point of contact. We won't stop until we've done our job.** We are a small company – so one point of contact, no pressure from target driven senior management to push jobs forward or move on to other assignments.

**One of the world most comprehensive networks.** Thousands of professionals we can lean on for advice, guidance and most critically recommendations. These recommendations ensure our candidates are certified by other industry professionals which is hugely important for us.

**Working to change the perception of Recruitment Companies.** We're professional, well informed, we partner with our clients, provide intelligent support and guidance when necessary. We are never pushy or overbearing.

**Our team are experts.** It's a transient industry – although a recruitment firm may have a 30-year history, the average recruiter doesn't last more than a year. You trust people to deliver on critical hires, not the company, so we ensure our consultants have a minimum of 5 years experience in their specific markets.





### Drilling

- Directional Drilling
- LWD/MWD
- Fluids
- Bits
- Mud Logging
- Integrated Operations

### Completions

- Multilateral Systems
- Liner Hangers
- Sand Control
- Perforation
- Stimulation & Cementing

### Subsea & Testing

- Subsea Landing Strings
- Subsea ALS
- Subsea Equipment
- Surface Well Testing
- Downhole Testing
- Multiphase Metering

### Well Services

- Coiled Tubing
- Stimulation
- Acidizing
- Pressure Pumping
- Cementing

### Well Intervention

- Wireline Intervention
- Slickline Services
- Coiled Tubing
- Fishing
- Tractor tools
- Thru-Tubing services
- Well Abandonment

### Seismic

- Seismic Data Acquisition
- Survey Design& Modelling
- Geo Phys. Processing
- Geo Phys. Software





### Field Based

Supervisors | Field Specialists | Engineers from JFE to GFE level | Engineers in Charge | Field Service Managers | Service Delivery Managers

### Operations

Field Ops Managers | Field Service Managers | PL Operations Management | Product Line Specific & Multi PL Management (Country/Regional/Global Level) | Manufacturing/Production Management

### Sales

Technical Sales | Business Development | Commercial Management | Product Line Champions | IOC/NOC Account Managers | Strategy Managers

### Support Functions

Human Resources | QHSE | Security | Finance & Accounting | Procurement & Supply Chain

### Executive

VP & Director level across all above functions | C-Level Management



### Marine

Dynamic Positioning Operators | Ballast Control Operators | Deck Supervisors | Marine Section Leaders

### Technical

Engine Room Operators | Technical Section Leaders | Rig Mechanics | Hydraulic Technicians |  
Subsea Super/Technician/Engineers

### Drilling

Roughnecks | Derrickmen | Rig Safety Trainers | Drilling Safety Experts | Driller/Assistant Drillers |  
Toolpushers | Drilling Section Leaders | DSVs

### Operations

Offshore Installation Managers | Rig Superintendent/Managers | P&L Operations  
(Country/Regional/Global)

### Support Functions

Commercial/Sales | Human Resources | Finance | Health & Safety | Supply Chain & Procurement





# OUR TERMS OF BUSINESS

The following definitions will apply throughout these terms of business:

Consultancy – GPS Talent, a wholly owned subsidiary of LL Recruitment Services FZ LLC

Client – the person, firm or corporate body together with any subsidiary or associated company to whom the Candidate is introduced by the Consultancy. Candidate – any person introduced by the Consultancy to the Client for Engagement of business regardless of whether otherwise known to the Client.

Engagement – to employ, retain or accept services rendered by a Candidate introduced directly or indirectly by the Consultancy, in any capacity whatsoever.

Introduction – the provision by the Consultancy to the Client of any details relating to a Candidate through written communication with candidate profile included.

Remuneration Package – a Candidate's projected total gross remuneration in the first year of Engagement with the Client being the aggregate value of his or her package inclusive of basic, housing and transportation only. Unless otherwise stated.

1. The below terms shall be considered acceptable to the client from the date a request is made to the Consultancy for information regarding the candidate, or if the Consultancy introduces a Candidate or the Client interviews/engages a candidate introduced by the Consultancy, whichever comes first.
2. The Client undertakes to notify the Consultancy immediately of its intention to engage a Candidate introduced by the Consultancy, with details of the Remuneration Package offered to be discussed in due course.
3. The fee payable to the Consultancy by the Client for an Introduction resulting in an Engagement is calculated in accordance with the following fee structure, which is based upon the remuneration applicable during the first twelve months of the Candidate's Engagement. The percentage fee will be agreed between the Consultancy and Clients directly.
4. The Consultancy's fees are payable without any deduction whatsoever within 21 days of the first day of the Candidate reports to work. The consultancy also reserves the right to add 7% interest for every 14 days that a fee is overdue.
5. All Introductions are strictly confidential. The passing of an Introduction to another employee or consultancy, which results in an engagement, renders the Client liable to payment of the Consultancy's fees.
6. Should employment be offered directly or indirectly to a Candidate in any capacity whatsoever within twelve months of Introduction by the Consultancy the Client shall be liable to pay the Consultancy the introduction fee, as above.
7. Assuming a Candidate has their employment terminated within a 12-week period from commencement of Engagement, the Consultancy will strive to identify a suitable placement, free of charge. Should the Consultancy fail to find a suitable replacement within One month of the notification of the termination, a credit note shall be due. These terms will apply assuming the termination was for a lawful reason.

Credit note will be issued as per below

- 0 – 4 weeks of employment = 100% credit note
- 5 – 8 weeks of employment = 70% credit note
- 9 – 12 weeks of employment = 25% credit note

8. It will be the priority of the consultancy to ensure the suitability of all candidates introduced to the Client. In doing so the Consultancy shall maintain a high standard of both service and integrity. That said, the Consultancy will make no guarantees of the suitability of any candidate introduced to the Client.
9. The consultancy shall not be held liable for any loss or damage caused to the client, its staff or property as a result of the introduction of a Candidate to the Client, to the extent permitted by the law of the UAE.
10. The responsibility of taking up any references, including professional/academic qualifications will be left with the Client to confirm the suitability of a Candidate. Furthermore, it will be up to the client to arrange any medical examinations/ investigations of a candidate and for obtaining work or other permits.
11. Unless otherwise approved in writing by a Director of the Consultancy, these Terms shall prevail over any other Terms of Business put forward by the Client.
12. This Agreement shall be governed by and construed in accordance with the laws in force in the Emirates of Dubai or Fujairah in the United Arab Emirates and the competent jurisdiction for settling disputes under this Agreement shall be the Dubai or Fujairah courts.



To discuss how we can  
help to support your  
business growth,  
please get in touch  
with us:



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Thank you for your time