



CONTRACT DRILLING



GPS Talent is a globally proven permanent recruitment consultancy. We support from start-up to \$Billion companies in hiring critical, operationally essential positions covering all aspects of Contract Drilling operations.

- We have successfully hired candidates in **34 countries globally** across 5 continents.
- We are 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 companies needs.
- We typically focus on hiring for roles requiring 5+ years experience within the area of expertise, sourcing professionals who are working for direct competitors.
- Combined, we have over **30 years experience** helping to support clients with world class candidates.
- **The scope of our capabilities is vast.** We work across all aspects of CD operations, covering Marine, Drilling, Technical, Operations and Support Functions. Whether its for land operations or ultra deepwater, we will deliver the right profiles for the role.
- **We understand that recruitment can get complicated.** Using the knowledge 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.



Our role is to ensure the entire process is easier. From identifying relevant, value adding candidates, to ensure smooth and clear communication, with all parties, from interview to onboarding.

- Knowing that the value we provide as a consultancy is **through our relationships, not our number of LinkedIn connections.**
- **Adding value not complications**, to ensure when our clients ask for support, **we can deliver.**
- Providing an **Executive level service** without such huge associated costs.
- Knowing that **candidate care does not finish when the contract is signed, after care is critical.**
- That our role is to consult, to advise and guide as **experienced industry professionals**, not simply to send CVs.
- To work as a truly global partner that can deliver into **any location, regardless of its challenges.**
- Knowing that we are **only as good as the candidates we provide** to our clients.



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

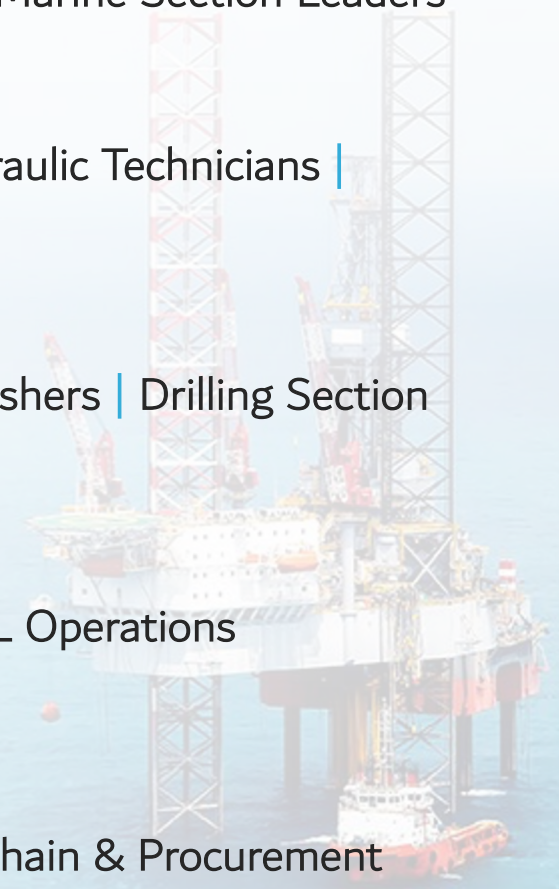
Roughnecks | Derrickmen | Driller/Assistant Drillers | Toolpusher/Night Toolpushers | Drilling Section
Leaders

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, which ever 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