

Link

Oil & Gas Professionals

Clients



www.linkoilandgas.com

“We deliver experienced staff into high-profile projects, production departments and facilities.”



Introducing Link

For over 30 years' Link Oil and Gas Professionals has helped its clients find the people and skills they need to resource projects. We deliver experienced staff into high-profile projects, production departments and facilities. We have built our success on rapid response: placing oil and gas professionals seamlessly across the globe and offering the top talent from local and expatriate workforces.

Our industry-leading care program, Total Link Care (tlc), enables us to attract and retain the most highly skilled and sought-after professionals in the business. Link's unrivalled experience of the sector helps us to respond quickly to clients and candidates and to provide the highest levels of expertise across the industry and in local markets.

Our aims are simple: to provide the brightest talent, to respond to the needs of our clients and candidates, and to support the career development of our oil and gas professionals, throughout their careers with Link.

H. Mark Brand
President & CEO

Bringing you the best oil and gas professionals

The right people, in the right place, at the right time

At Link, we quickly source the best candidates for our clients. We have extensive experience of the oil and gas sector and our expertise helps to ensure that we understand and respond to clients' needs for contract or permanent staff. Our aim is to engage, place and retain the most skilled and experienced professionals in the industry.

Whilst some companies stress the size of their candidate database, Link is focused on maximizing the quality of the talent pool from which you can select. Each of our contract staff has at least five years of experience and many have more than 20 years in the business. We assess available staff against your requirements and provide you with a list of appropriate candidates.

Finding and retaining the people you need

You want motivated professionals who contribute to your business success. The key to finding and retaining these personnel is balancing their needs and yours. Link achieves this by ensuring a fair deal for both parties based on current market rates.

We retain professional staff through a company-wide employee program that enhances the career skills of our personnel, maximizes their experience and optimizes the services we offer to clients through retention of skilled staff.



Solving skill shortages

Link understands that the demand for industry professionals can change quickly, reflecting fluctuations in the oil price and other market forces. We help you manage your skills' portfolio in response to changing market conditions.

One of the key challenges facing the industry is an aging workforce: many experienced oil and gas professionals are approaching retirement. Link is working to attract skilled professionals from other industrial sectors to meet the demands of oil and gas operators. We will work with our clients to encourage talented individuals to enter the sector and to demonstrate that the oil and gas industry provides attractive and rewarding careers.

Link supports large multi-location projects for Oil and Gas operators

Complete staffing support throughout the life of the project

For over 30 years, Link Oil and Gas Professionals has helped its clients find the people and skills they need to resource their projects. Throughout this period we have delivered experienced staff to high-profile projects, production departments and facilities. We have built our success on our rapid response: placing oil and gas professionals seamlessly across the globe and offering the top talent from local and expatriate workforces.

Through a network of regional offices we can resource projects throughout the world; we have experience of operating in more than 30 countries. This means we can support all aspects of briefing, relocation support, visas, payroll, overseas taxation, transport, accommodation and medical issues.

Providing the expertise you need

Exploration & Development

Geophysical, Geologists, Reservoir Engineering, Drilling, Completions

Project Definition

Project Engineers, Planning and Cost, Contracts, Procurement, Risk Analysis

Project Execution

Construction Engineers, Interface Management, Commissioning Engineers, QA / QC, HSE, Document Control

Production Operations

O & M Consultants, Supervisors, Operators and Technicians
Training Co-ordinators, Industry Specialists, Training, HR Consultancy



Supporting your projects

Link supports the project lifecycle across upstream, midstream and downstream operations. We have provided staff for projects such as; the design, engineering and construction phases of major gas-processing facilities; developing the infrastructure for new oil and gas fields, and coordinating major engineering projects that involve fabrication sites in several countries.

Our knowledge of the countries where projects are planned ensures the right balance between expatriate and local staffing. This knowledge and our unrivalled support improve staff retention and deliver significant cost savings to clients.

Our network of regional offices enables us to support all of our clients through a consistent contracting mechanism. We operate on a global preferred contract basis with many clients. This means that we can support worldwide contracts and respond to the needs of clients who operate in multiple locations.

Total Link Care

Our Total Link Care (tlc) initiative supports the needs of our professionals by providing targeted career planning, development, training and mentoring programs.

Link is committed to investing in training and development to enhance the career skills of our personnel, maximizing their experience and optimizing the service we offer to clients through retention of skilled staff. We believe that supporting the needs of our professionals helps us to meet client requirements more effectively. The key aims of tlc are:

Helping candidates secure the opportunities they want

We can help our professionals polish and present their resumes or CVs effectively, advise them on interview technique and provide timely feedback from the client after their interview.

Structuring optimal compensation packages

Our clients recognize the need to offer competitive pay and benefits. Link understands that in order to attract, maintain and retain the best professionals, we must negotiate optimal compensation packages.

Providing Industry Leading Benefits

Link is recognized for providing its professionals industry leading benefits. Link professionals, no matter where they are located around the world, have two levels of coverage.

Link provides emergency medical insurance for those staying at posts on a temporary or business trip basis. For professionals and their families who are on longer term assignments, we provide a fuller cover that includes medical, dental, vision, prescription drug, mental health and life / accidental death coverage.

Facilitating mobilization and transition

We aim to minimize mobilization and transition time so that our professionals begin assignments as planned. We take care of immigration and logistical needs including relocation, visas and work permits. We also arrange orientation for new assignment locations and support ongoing change management by maintaining regular contact with team members.

Assisting in career development

Link facilitates performance appraisals, supports career planning, development and training, and provides industry and functional mentoring.

Project choice

We place candidates in upstream, midstream and downstream operations. In recent years, Link employees have worked on the design, engineering and construction phases of major gas-processing facilities; helped develop the infrastructure for new oil and gas fields; and coordinated major engineering projects that involved fabrication sites in several countries.

Our knowledge of the countries where projects are planned means that we can help candidates settle in and provide ongoing assistance once they are on assignment. Many Link employees have been with the company for years. Our ability to provide ongoing work security and unrivalled support to professionals when they are in post helps nurture these long-term relationships.



“Working with Link takes all the pressure off me; I just tell them what I’m interested in and they find me a post.”

Cindy Polhemus, Senior Planner, joined Link in 2004, experience includes BP



Client list

ADNOC
Anadarko
BG

BHP Billiton
BP
Chevron

ConocoPhillips
Dow Chemical
ExxonMobil

Hydrogen Energy
Marathon
QatarGas

RasGas
Shell
Woodside

Oil & Gas only

Operators only

Contract and Permanent

30+ years

Global reach

Local support

Project Types

Offshore Platforms

Sub Sea Projects

FPSOs and FSOs

LNG Facilities

Refinery and Petrochemicals

Energy

Pipelines

Exploration & Development



Geophysical
Geologists
Reservoir Engineering
Drilling
Completions

Definition



Project Engineers
Planning and Cost
Contracts
Procurement
Risk Analysis

Execution



Construction Engineers
Interface Management
Commissioning Engineers
QA / QC
HSE
Document Control

Operations



O & M Consultants
Supervisors
Operators and Technicians
Training Co-ordinators
Industry Specialists
Training
HR Consultancy

The Sourcing Process

Project Brief

Personnel Selection

Recommendation

Mobilization

Support

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