

SUPERIOR
RECRUITMENT
GROUP



SUPERIOR RECRUITMENT GROUP

Global Recruitment & Career Specialists

We proudly stand as your Preferred Professional Partner of Choice.

At every step of your journey, we are committed to exceeding your expectations, leaving a lasting impression.



ABOUT US

Superior Recruitment Group

Preferred, Professional Partner of Choice

We have established a solid network of talented individuals and exceptional companies. We understand the importance of building long-lasting relationships, the value of connecting the right people with the right roles and strive to create meaningful and fulfilling careers for candidates while helping clients achieve success and growth on a global scale.

Our experienced team specialises in various sectors, including Oil & Gas, Renewable Energy, Engineering, Manufacturing, Chemicals, Technology, Commercial, Corporate & Boardroom, and HR & Recruitment.

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Our Recruitment Services Overview offers a brief insight to our expertise in sourcing top talent for your organisation. From entry-level to executive positions, we provide a comprehensive recruitment process that drives your company's success.

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Proud To Be Superior

Our aim is not to assume control of your process and exclude you from decision-making but to serve as a natural extension of your business. Therefore, we work exclusively with our clients to create a recruitment solution that suits their business model, budget, and timeframe.

Never does one solution fit all, and Superior Recruitment Group takes the time to understand the motivations of our client's needs to ensure we recruit ethically, compliantly and proactively.

Our dedication to both individuals and organisations remains steadfast. Our focus is not merely on filling positions but on fostering a culture of positivity, achievement, and advancement.



Talent Acquisition & Recruitment

Understanding clients' business, values, and culture, providing innovative recruitment solutions through our extensive experience and knowledge.



Market & Positioning Strategy

We help clients develop market strategies, aligning tailored solutions with their goals to attract top talent and gain a competitive edge.



Relationship Building & Networking

We build strong, long-term client and candidate relationships, offering tailored solutions and access to diverse talent pools.



Proactive & Consistent Support

Delivering proactive, reliable support throughout the recruitment process, leveraging industry expertise.

We understand the importance of building long-lasting relationships and the value of connecting the right people with the right roles and strive to create meaningful and fulfilling careers for candidates while helping clients achieve success and growth on a global scale.

We are proud to be accredited by both ISO and APSCo, two of the most reputable accreditation organisations in the industry. This accreditation is a testament to our unwavering dedication to excellence in everything we do. So when you choose to work with us, you can rest assured that you will receive a high-quality service that meets the highest industry standards. Our accreditation reflects our ongoing efforts to improve and enhance our service delivery processes, ensuring our clients receive the best possible experience when working with us.

Our Success Stories

WHAT WE HAVE DONE

40+

Over 40 Years' Experience
Across Our Team

5000+

Permanent
Placements Globally

18

Provided Solutions
in 18 Countries

98%

Client
Retention Rate

Our Values

Our Vision

Innovating through solutions, partnerships and forward-thinking approaches.

Our vision is to be the leading recruitment partner recognised for our unwavering commitment to client and candidate success, pioneering industry advancements and creating a positive impact on the professional growth and development of individuals and organisations worldwide.

Our Mission

Revolutionising recruitment through commitment, innovation, and impact.

Our mission is to empower businesses with exceptional talent by providing innovative and tailored recruitment solutions, fostering long-term relationships, and staying at the forefront of industry trends and technologies.

We believe in the power of strategic partnerships. We actively seek collaborations with leading and award-winning businesses in various industries. These partnerships enable us to tap into a vast network of companies that are at the forefront of innovation and success. By aligning ourselves with such organisations, we can provide our clients and candidates with access to exceptional opportunities, cutting-edge projects and industry-leading expertise.

- ✓ **Best Practice:** We uphold the principles of integrity and respect in all our interactions, delivering exceptional service to our valued clients.
- ✓ **Keep it Simple:** Streamline your recruitment process with our simplified solutions which eliminates the time and effort required to find the perfect candidate.
- ✓ **Service Delivery:** We provide a high level of service to both clients and candidates, ensuring that needs are met efficiently and effectively.



Our Global Network

At Superior Recruitment, we understand the complexities and challenges of global mobility. Our specialised services are designed to make international hiring a seamless and successful process for both employers and candidates. We have provided recruitment, mobility, and payroll solutions to 4 continents and 18 countries.

With a commitment to excellence and a vast network spanning the globe, we are your trusted partner in achieving your global talent acquisition goals.

Let us bring our experience, expertise, and global perspective to your talent acquisition strategy, enabling you to expand your workforce across borders with confidence.

What Sets Us Apart?

Partnering with Superior Recruitment means you're not just hiring a candidate but gaining a global mobility ally dedicated to your success.

We are your advocate, your consultant, and your collaborator in the pursuit of talent excellence. As your global mobility ally, we work diligently to contribute to your growth, enhance your global operations, and play an integral role in the realisation of your business aspirations.

Your success is our success, and together, we can navigate the complex world of international recruitment with confidence and triumph.



01

Expertise in Global Talent Acquisition

With a commitment to excellence, we offer end-to-end solutions that help you navigate complexities and achieve your global talent acquisition objectives.

02

Comprehensive Candidate Evaluation

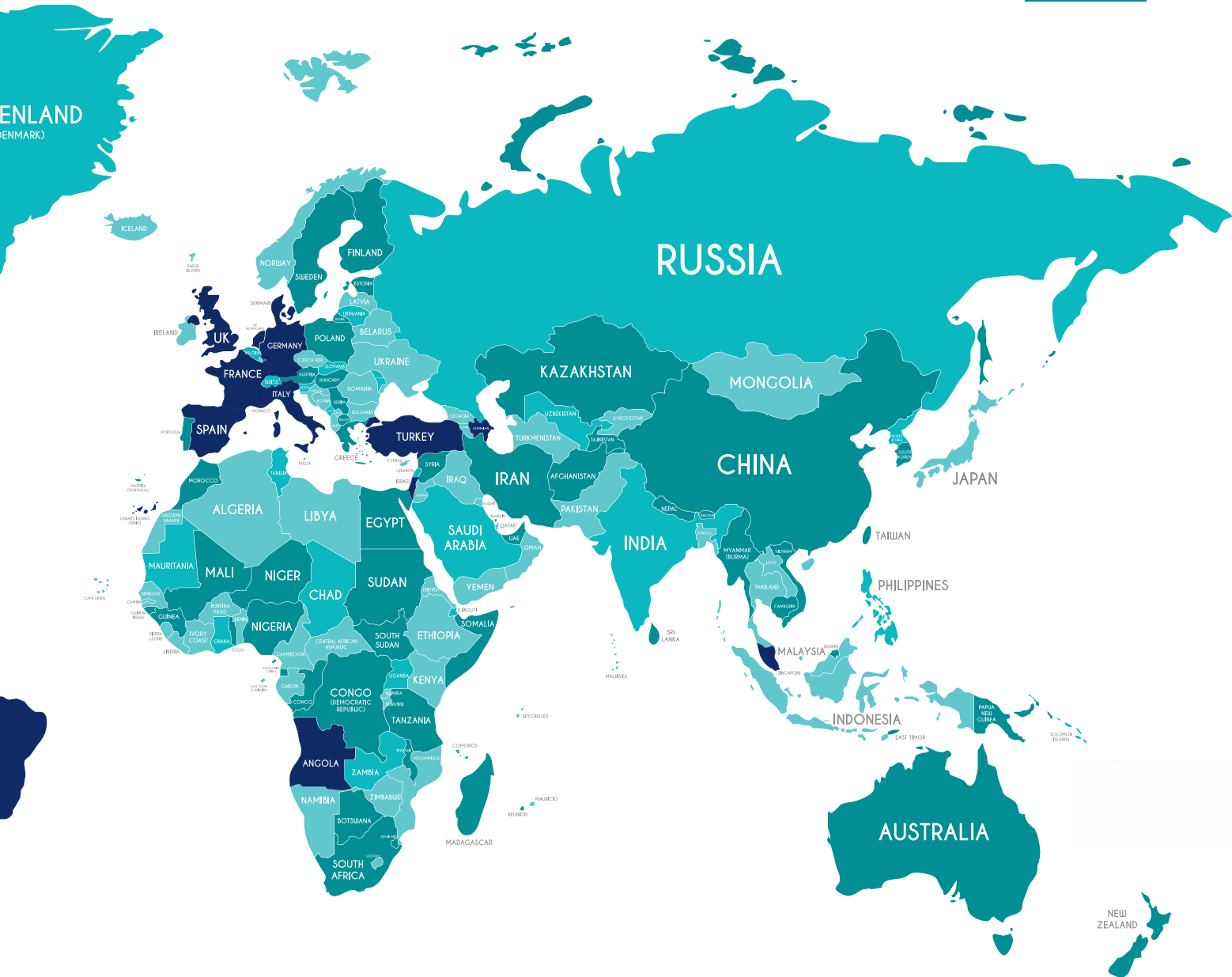
We surpass basic resume matching. Our screening process assesses candidates for skills, adaptability, cross-cultural communication, and alignment with your values and goals.

03

Global Network for Top Talent

Our extensive global network links you to top talent across industries and borders, ensuring diverse exceptional candidates for international positions.

Our Solutions



04

Legal Compliance Made Easy

Navigating international employment is complex, but our experts ensure legal compliance, handling paperwork and permits while you stay focused on your business goals.

05

Time-Efficient and Cost-Effective

Our streamlined process saves you time and resources. From candidate sourcing and screenings to interviews, we handle the full recruitment cycle.

06

Cultural Integration and Support

Global placements' success relies on seamless cultural integration. Our comprehensive support ensures candidates adapt smoothly to new environments for instant productivity.

Sectors We Serve

Superior Recruitment Group is your trusted partner in talent acquisition. With our unwavering commitment to excellence, we specialise in serving a wide range of industries, providing comprehensive recruitment solutions that empower organisations to build successful teams.

Our team understand that every industry has unique demands and requires a tailored approach to finding the right talent. That's why we have developed deep expertise in serving multiple sectors, ensuring we can effectively meet our client's diverse needs.



Oil & Gas

Our expertise extends across the entire oil and gas industry, covering upstream exploration and production (E&P), midstream operations, and downstream activities. We assist clients in sourcing skilled professionals for a wide range of roles within these sectors.

Renewable Energy

With a strong focus on sustainability, we excel in the renewable and green energy sector. Our team is experienced in identifying and recruiting top talent for projects related to solar energy, wind power, electric vehicles (EV), carbon capture and storage (CCS), and hydrogen technologies.



Engineering & Manufacturing

We understand the engineering sector and offer recruitment solutions for roles such as design engineers, project managers, and manufacturing specialists. Our team connects clients with highly skilled professionals who can contribute to the success of engineering and manufacturing projects.



Chemicals

Our international experience allows us to source top-level talent for leading chemical businesses. Our teams have expertise in various disciplines and a wide range of seniority levels, including Commercial, Procurement, Supply Chain, R&D Technology Development, Project Engineering/Management, and Maintenance & Operations.

Technology

The energy and power industry is undergoing a rapid transformation due to technology, which is driving innovation and creating new opportunities. As a result, renewable energy sources such as solar, wind, hydro, and geothermal power are experiencing continued growth, leading to a demand for professionals with specialised expertise in these areas.



Commercial & Corporate

We recognise the diverse needs of commercial and corporate clients across industries. Our team assists in recruiting professionals for roles in sales, marketing, finance, business development, and corporate management, ensuring our clients have access to the right talent.

HR & Recruitment

We provide a wide range of permanent, temporary and contract appointments, allowing us to tailor our services to your specific requirements. So whether you need short-term staffing solutions or want to build a long-term team, we can help.



Preferred, Professional Partner of Choice (PPP)

At Superior, our innovative recruitment model revolves around becoming our valued customers' Preferred, Professional Partner of choice (PPP). Our foremost objective is establishing ourselves as the go-to resource when our clients have immediate staffing needs.



01

Contingent Solutions

In offering a contingent solution, we combine choice, variety and speed to deliver a recruitment solution that meets your immediate needs while providing the flexibility to adapt to future changes. We are committed to partnering with you to create a workforce that drives your business forward.

02

Exclusive Solutions

We strive beyond traditional recruitment practices, enabling you to access the highest quality candidates, gain a competitive advantage, and achieve consistent hiring success. We are committed to being your trusted partner and supporting your talent acquisition efforts.

03

Retained Solutions

Strategic and tailored recruitment experience that instills confidence, provides assurance, and leverages intelligence to support your talent acquisition goals. We are committed to building long-term partnerships, ensuring your success in attracting and retaining top talent.

We have taken a unique approach to differentiate ourselves from other staffing agencies. We have developed a comprehensive product suite that offers our clients a range of options. This allows us to tailor our services to meet their specific needs and preferences.

Traditionally, negotiations between agencies and clients often revolve around conflicting percentages, resulting in a compromise somewhere in the middle. However, we believe in taking a step back and considering what our clients truly want from a recruitment company.

With this in mind, we present a diverse range of services. These offerings encompass various solutions that cater to different aspects of recruitment, ensuring that our clients receive comprehensive support throughout the hiring process.



Our aim is not to push recruitment but to establish ourselves as a trusted partner who genuinely cares about our clients' success. We strive to provide exceptional service, professionalism, and expertise in the recruitment industry.

What Distinguishes Us From Our Competition?

Unlike our competitors, we offer a comprehensive suite of services that are specifically tailored to meet the unique needs and preferences of our clients. We understand that one size does not fit all, and we take pride in providing a range of options that allow our clients to choose the solutions that best align with their hiring objectives.

At Superior Recruitment, we prioritise our client's success above all else. We go beyond just filling positions; we focus on establishing long-term partnerships and becoming trusted advisors for our clients. We take the time to truly understand their requirements, objectives, and company culture, enabling us to provide personalised and targeted recruitment strategies that yield superior results.

We firmly believe that strong relationships built on trust are the foundation of successful partnerships. That's why we invest time and effort in fostering genuine connections with our clients. We are committed to open communication, transparency, and delivering on our promises.

The factors within this model collectively contribute to creating a recruitment experience that is truly superior and sets us apart from our competitors in the industry. Clients who choose to work with us can expect a service and commitment that exceeds their expectations.



Talent As A Service (TaaS)

Our expertise lies in headhunting and recruitment, and we have mastered the art of sourcing exceptional talent. Our low-risk subscription model removes the burden, ensuring you find the right talent without the usual risks associated with traditional recruitment methods. We believe in quality over quantity. Our dedicated team focuses on delivering exceptional talent that possesses both the hardcore skills required for the role and the soft skills that fit seamlessly into your organisation's DNA. We don't just provide a list of candidates; we meticulously handpick the individuals who have the potential to make a significant impact on your team.



We Headhunt & Recruit

Our expert team employs advanced headhunting and recruitment techniques to identify and attract the best talent for your organisation.



We Hire to You

We handle the entire hiring process, from initial screening to final selection, ensuring a seamless and efficient experience for both you and your new hires.



Talent Mapping

Gain insights into your competitors' recruitment activities, understand regional hiring trends for specific skill sets, and discover how to attract passive candidates.



We Monitor Post Hiring

Our commitment doesn't end with the hire. We continue to monitor the performance and integration of the talent we place to ensure a successful transition with long-term satisfaction.

Let's Talk!!

Discover how we can help you find, recruit, and headhunt top talent, enabling your business to thrive and grow. Start your journey to success with Talent As a Service (TaaS).



TaaS can be an excellent strategy for companies that have an unsteady workload.



Access rare skills when your company works on a unique, short-term project that demands hard-to-find skills.



If your company is trying to cut costs, the TaaS model can be highly beneficial.



Our Solutions

Navigating the intricate terrain of recruitment can often be daunting, especially amidst growth aspirations. This is precisely where our expertise shines. Our streamlined talent solutions act as the backbone of your recruitment process, providing you with a reliable foundation as you work towards accomplishing your growth targets. With our support, you can confidently expand your team and achieve your organisational milestones.

So, we've got you covered whether you need to scale your team locally, regionally, or internationally or opt for a remote setup. With TaaS, you have the flexibility to choose your preferred hiring options. We understand that every organisation has unique needs, and we adapt our services to suit your specific requirements. Our talent solutions streamline your recruitment process, helping us confidently achieve your growth targets.



Achieve Growth Targets With Confidence

Smarter. Faster. More agile. Discover what's possible with a workforce solutions partner.



Competitive Rates

Our talent solutions offer competitive rates, ensuring that you save money over multiple hires while still acquiring top-quality candidates.



Spread Payments

We understand the financial considerations involved in recruitment, so we offer the convenience of spread payments with the option of 12 monthly payments.



100% Fill Rates

Achieving a 100% fill rate over 12 months is our commitment to you. We strive to consistently deliver successful placements, ensuring that your talent needs are met comprehensively.

Are you looking for flexible hiring options?

Discover how we can help you find, recruit, and headhunt top talent, enabling your business to thrive and grow. Start your journey to success with Talent As a Service (TaaS).

Temporary Contract

Superior Recruitment Group has an unparalleled database of highly skilled temporary workers that can assist you in finding the right candidate for your project staffing needs, seasonal peaks, or to fill in for someone on an emergency or planned leave. Our consultants have extensive industry knowledge and a broad network to apply tailored research to attract the most vital talent. We can provide a flexible and dependable workforce, ready to assist you whenever required.



Flexibility

Temporary solutions offer flexibility, hire temporary staff when needed and release employees when your projects are complete.



Cost Savings

Save on onboarding costs with temporary staff who are already trained and experienced.



Reduced Risk

Test an employee's skills and fit within your company before committing full-time.



Fast Hiring Process

Quickly fill positions with readily available and already trained employees.

Ensuring available talent, when you need it.

Unlock new perspectives, access niche skillsets and increase your organisation's agility. Discover how we balance quality and cost to bring you highly skilled-quality temporary candidates.



Gain immediate impact as we balance speed, cost and fit to bring you the skills and expertise you need.



Inject fresh perspectives and niche skillsets into your business fast, leveraging our dynamic talent networks to reduce the hiring time.



We eliminate lengthy administrative tasks and processes by managing pay and timesheets. This allows you to dedicate more time to tackle upcoming challenges.

Our Solutions

01

A Solution For Every Workforce Challenge

Scale your access to skills; circumstances change, and priorities shift. Meet every challenge with an agile solution. In today's dynamic business landscape, organisations face a multitude of workforce challenges.

However, the key to overcoming these hurdles lies in the right solutions. Whether it's a sudden surge in demand, a shortage of specialised expertise, or the need to adapt to emerging technologies, scaling your access to skills becomes crucial.

02

Optimise Your Recruitment Process

Smarter. Faster. More agile. Discover what's possible with a workforce solutions partner. Diversify Your Talent Networks, limiting your search to traditional sourcing strategies will see you fall short of your skills requirements.

03

Enhance Your Access To Expertise

The strategies you need to find the people who will power your progress.

Advantages of Partnering With Us

- We balance speed, cost and fit to bring you the necessary skills and expertise. Inject fresh perspectives and niche skillsets into your organisation fast.
- We work hard to keep things simple, cutting out lengthy admin and processes with externally managed pay and timesheets.



Permanent Recruitment



Superior Recruitment Group provide a tailored service to help you recruit your next employee. So you can be confident you'll always find an option to suit your needs.

Our collaborative approach to leveraging our suite of permanent recruitment services will help us work with you to attract, select, engage, and onboard top talent that aligns with your strategic goals. This ensures you have the right people in place to achieve your long-term objectives.

We go beyond simply finding you a new permanent employee on a one-off basis, and Superior Recruitment Group offers a level of service which allows us to build a rapport with you and your organisation. Even when we have found your new hire, our experts support you after your chosen candidate has joined your organisation. Whether you're searching for a scarce skillset -

or are struggling with a high volume of applications, we can find you the right professional for your role, saving you time and money.

When partnering with us for permanent recruitment, you can expect to receive expert advice on job descriptions, salary offers, and talent attraction strategies, along with comprehensive compliance checks, assistance in interview arrangements and follow-ups, guidance in offer negotiation and counteroffer scenarios, and post-placement reviews and candidate check-ups. This ensures you have the right people in place to achieve your long-term objectives.

Our Solutions

01

Great Service

Our permanent recruitment solutions are customer focused and tailored to what you need. We offer you a choice of services so that you can choose the right level of support.

02

Excellent Choice

We're so confident in the service we deliver that our permanent recruitment solutions come with flexible guarantees, offering you peace of mind when selecting the next professional for your organisation.

03

Access to Talent

The right person isn't just about the skills and experience they bring; it's how they align with your ambitions and contribute to your culture. Together, we'll find passionate people to transform your organisation.

04

Purpose Driven

The right person isn't just about the skills and experience they bring, and it's how they align with your ambitions and contribute to your culture. Together, we'll find passionate people to transform your organisation.

06

Unique Guarantees

The right person isn't just about the skills and experience they bring; it's how they align with your ambitions and contribute to your culture. Together, we'll find passionate people to transform your organisation.

07

A Tailored Solution

Operating as an extension of your organisation, we'll combine leading technology, proven best practices and a wealth of insights to ensure you have the right people to achieve your strategic ambitions.

Fixed Term Contract

As your dedicated talent acquisition and management partner, Superior Recruitment is committed to providing you with the most effective solutions to address your staffing requirements. In this regard, we would like to introduce you to the concept and advantages of fixed-term contracts as a valuable strategy to meet your temporary skills or resources gap. Save your organisation time, effort, and resources while securing the right professionals for your temporary staffing needs.



Targeted Expertise

Fixed-term contracts enable the hiring of specialised experts for intricate tasks or projects demanding specific skills.



Seasonal Coverage

During peak seasons or heightened trade activity, fixed-term contracts can swiftly augment your workforce without compromising quality or productivity.



Special Leave Cover

In cases like extended leave, fixed-term contracts provide a dependable solution to sustain operations without overwhelming your current team.



Cost-Effective Solution

By engaging professionals only for the necessary timeframe. This trims costs and maintains an optimal workforce.

Secure talented workers on a temporary basis.

Find workers who provide valuable flexibility to organisations by meeting temporary or seasonal demands, filling in for employees on leave, or supporting short-term initiatives.



Trial a new approach or idea with employees on an FTC without the rigidity or commitment of a permanent contract.



Specify the length of the contract at the outset while retaining the flexibility to offer to keep the employee.



Fulfil workforce and resource requirements within budget constraints, especially during times of economic uncertainty or when projects' long-term nature is uncertain.

Our Solutions

01

Access to a Diverse Talent Pool

We have extensive networks and databases of qualified professionals with various skill sets and expertise. When looking for individuals for fixed-term contracts, we can tap into our talent pool to quickly identify candidates who match your specific requirements.

This eliminates the time-consuming process of searching for and evaluating potential candidates, allowing you to fill positions promptly with skilled professionals ready to contribute from day one.

02

Expertise in Candidate Screening and Matching

We thoroughly screen candidates, including assessing their qualifications, experience, and suitability for the roles you must fill. We conduct initial interviews, skill assessments, and reference checks, ensuring you receive candidates with the necessary skills and align well with your company's culture and values.

03

Streamlined Administrative Process

Managing the administrative aspects of hiring, onboarding, and managing fixed-term contract employees can be time-consuming and resource-intensive.

Advantages of Partnering With Us

- We handle administrative tasks for you, including contract preparation, payroll processing, and compliance with labour laws and regulations.
- Save your organisation time, effort, and resources while securing the right professionals for your temporary staffing needs.



IR35 off Payroll



Managing limited company contractors can be complex. Superior Recruitment Group supports hiring managers on how contractors are engaged and managed on a day-to-day basis.

The IR35 legislation, designed to combat tax avoidance by “disguised employees” operating through their own limited companies, has undergone significant changes in recent years. One of the most significant changes occurred in April 2021, when the reforms were extended to include large and medium-sized private sector organisations.

The reforms require businesses to assess contractors’ employment status and determine whether they fall inside or outside the IR35 rules.

This assessment should be conducted on a case-by-case basis, taking into account various factors, such as the level of control the business has over the work performed by the contractor and the degree of risk the contractor assumes.

It is crucial for businesses to comply with the IR35 reforms to avoid any potential legal and financial ramifications. Failure to do so could result in hefty fines and reputational damage. It is, therefore, essential for businesses to consider their approach to the reforms carefully.

Our Solutions

01

Industry Expertise

You can rely on our tenure and expert knowledge to understand and navigate reforms. We help you continue to secure the best engagements.

02

IR35 Resources

We provide resources and guidelines for IR35 compliance, to both clients and candidates offering valuable information and advice on your rights and responsibilities.

03

Onboarding Support

We assess contractors and your organisation's services to determine whether IR35 applies. This helps ensure that your company complies with the new rules and that your contractors pay the correct amount of tax and NICs.

04

Negotiating Contracts

We support necessary documentation and evidence to support contractors' self-employment status, including contracts, invoices, and records of financial independence.

06

Contract Renewal

We review contracts with clients and contractors, ensuring that arrangements accurately reflect the services' nature.

07

Reliable Partner

We prioritise professionalism, integrity, and transparent communication. Your satisfaction is our commitment as we build trusted, long-term partnerships for mutual success.

Meet The Leadership Team

At Superior Recruitment, we are driven by a vision of connecting exceptional talent with remarkable opportunities. Our leadership team embodies this vision through their diverse expertise, unwavering commitment, and innovative thinking. With a shared dedication to excellence, they steer our company towards unprecedented success.



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Corporate Group

Superior Recruitment Group is home to additional specialists, including Allen Champion & Shaw, Alexander Jackson and Synergy Talent. The expertise of these companies is combined to match our high standards and add to our extensive knowledge, enabling us to enhance the range of services we can offer our clients.

With a global presence and esteemed reputation, our corporate group delivers unparalleled service. We excel at connecting talent with top-notch organisations, fostering business triumph. Guided by adept professionals deeply ingrained in recruitment, we're committed to tailoring solutions to individual client demands. From securing executives for global giants to sourcing skilled labour for start-ups, our cooperative methodology guarantees the highest level of service and assistance for all clients and candidates.

2018



Superior Recruitment

Superior Recruitment Group is an international provider of recruitment and headhunting services to a multitude of sectors, offering contract, permanent, and executive solutions.

2019



Superior Recruitment America

Our US business is an international provider of recruitment and headhunting services to a multitude of sectors, offering contract, permanent, and executive solutions.

2022



Allen, Champion & Shaw

Allen, Champion & Shaw is the retained partner of choice in the EMEA and North American regions sourcing and securing mid, senior and C-Suite level key appointments

2022



Alexander Jackson

Alexander Jackson is a leading search firm that specialises in providing recruitment services to global Energy and Power industries. Established with a vision to identify, attract, and deliver high-impact talent,

2023



Synergy Talent

Synergy Talent is a leading Rec2Rec company based in the United States, revolutionising the way recruitment professionals connect and thrive in their careers.



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