



REFINED GLOBAL RECRUITMENT

RECRUITMENT REDEFINED



**A Specialist Recruitment Consultancy tailored
to suit our Client and Candidate needs**

About us

Trust in a specialised Industry Sectors Recruitment Consultancy, Trust in a Refined Recruitment Service that adds value and Trust that RGR Ltd will offer you 'Recruitment Redefined' to your organisation.

TRUST IN RGR LTD...



Refined Global Recruitment Ltd (RGR Ltd) is a specialist no nonsense recruitment consultancy based in Mayfair, London, UK. We provide tailored affordable talent acquisition solutions to suit our global clients and candidates. We deliver a trusted professional service and we guarantee to add value and reduce unnecessary cost & time delay savings to your company recruiting needs. We assist employers and candidates across the UK & Ireland, Mainland Europe, Middle East, Middle East-Gulf.

Our professional recruitment consultancy offers Permanent Talent Solutions, Interim & Fixed Term Contract Talent Solutions, Executive Search up to C-Suite Executive level roles, Career Transition Program, Candidate Well Being Solutions & Talent Pipelining.

We strive to ensure that all candidates are competent and have the necessary practical experience required which leads to the candidate excelling in their new roles within their new organisation. We put in a high degree of time & energy into sourcing the right candidate for the right company fit. Our in depth Industry Sectors practical experience excels this candidate selection process and uniquely contributes to our overall high level of placements success. At RGR Ltd we ensure we deliver.

Our Owner & Managing Director John Monaghan has over 20 years industry experience in the International Construction, Civil Engineering, Renewable Energy, Power, Rail & Utilities sectors having been previously employed by Top Ten Global Construction, Civil Engineering & Renewables Contractors. This vast 'hands-on' combined practical experience of our MD working as part of diverse International Project Management teams on high profile & high value projects across Ireland, UK, Mainland Europe & Middle East-Gulf makes us at a distinct advantage as we know our sectors especially well to ensure we deliver.

Furthermore, this provides a solid background platform to continue to develop and coach our Talent Acquisition Consultants to a high level to ensure that only the best industry experienced candidates are selected for the success of our clients. All candidates selected are screened for their competence, professionalism, company fit and most importantly their all-round practical related experience. Through years of actual industry experience, we understand clearly what companies & organisations in general require and at RGR Ltd we guarantee to deliver on what they ask for.

We pride ourselves on honesty, consistency and reliability. The key to our success is building lasting close partnerships and to provide a premium service to our customers that extends not only in business but socially as well. We just don't want to fill the vacancy; we want to understand our client's needs & challenges and ensure we meet their demand and grow with them for a lasting successful business and social partnership.

WE SPECIALISE IN THE FOLLOWING SECTORS:

- Civil Engineering & Construction
- Property, Architecture & Design
- Renewable Energy
- MEP & Utilities
- Oil, Gas & Petrochemical
- Metals, Minerals & Mining
- Heavy Lifting, Cranage & Transport
- Logistics & Marine Shipping
- IT & Digital

OUR MISSION

To be number 1 Specialised Recruitment Consultancy of choice to global clients.

We aim to achieve this by 'Redefining Recruitment' through incorporating a personalised touch through hands on industry related experience which establishes & develops a trusted business partnership. We want to create value and guarantee that we deliver for the long-term business success of our clients.

OUR VISION & VALUES

To deliver a professional, elite & swift no nonsense service to all our clients and candidates. We want to understand your recruitment needs and to get to know your organisation and to match the most suitable candidates. We achieve this by ensuring that RGR Ltd lives and breathes our four core values:

- Passion
- Commerciality
- Reliability
- Professionalism

CIVIL ENGINEERING & CONSTRUCTION

RGR Ltd Senior Management have over 20 years direct industry experience in the global Heavy Civil Engineering & Construction sector. This gives us a distinct advantage and a guarantee that we can provide an expertise service and exceptional candidates for these sectors. We are in partnerships with Top 5 Geo Technical Contractors and provide excellent candidates for this specialised sector. We are also in partnership with many other global Top 20 International Construction companies on their recruiting needs. This is a sector we know thoroughly well and we take great pride in delivering for our trusted & valued list of clients.

We cover placements from entry-mid-senior-director level managerial appointments across all divisions of a Civil Eng. & Construction company organisational structure. We offer a unique tailor-made service to our clients to fill any requested appointment globally and a career advice program to candidates looking for their next role. Furthermore, we have a close connection with our existing clients in this sector and a fast turnaround for successfully filled placements.

WE HAVE AN IN-DEPTH INDUSTRY KNOWLEDGE AND EXPERTISE IN THE FOLLOWING CIVIL ENGINEERING & CONSTRUCTION SECTORS:

- | | |
|---------------------------------------|---------------------------------------|
| • Infrastructure & Earthworks | • Rail, Power & Utilities |
| • Airports & Transportation | • Tunnelling, Mining, Excavations |
| • Renewable Wind & Solar Energy | • Demolition & Recycling |
| • Wastewater, Drainage & Cofferdams | • Marine & Offshore |
| • Oil & Gas Downstream | • Commercial, Residential, Industrial |
| • Healthcare, Data Centres, Education | • New build, Fit out & Refurbishment |
| • Landscaping & Horticulture | |

RGR LTD RECRUITS FOR THE FOLLOWING POSITIONS IN THE HEAVY CIVIL ENGINEERING & CONSTRUCTION SECTOR:

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|---------------------------|--|
| • Directors | • Commercial Managers |
| • Site Managers | • Quality Managers |
| • Contract Managers | • Project Managers |
| • Site Agents | • Quantity Surveyors |
| • Human Resources | • Document Controllers |
| • Setting Out Engineers | • Tunnels Supervisors |
| • IT Developers | • Office & Site Engineers |
| • Healthy & Safety | • Piling Site Managers |
| • Piling Rig Operators | • Surveyors |
| • Technicians | • Appointed Persons |
| • Logistics Co-Ordinators | • Shotcrete & Soil Nailing Supervisors |
| • Site Clerks | • Supervisors |
| • Heavy Lifting Personnel | • Landscape Architects |

PROPERTY, ARCHITECTURE & DESIGN

RGR Ltd Management work with many global Property Developers & Conveyancing firms, Consultants & Architects. We cover placements from entry-mid-senior-director level managerial appointments across all divisions of a company organisational structure. Examples are autoCAD Technicians to Architects to Director of Property Developments & Acquisitions. We offer a unique tailor-made service to our clients in the Property, Architecture & Design Sector to fill any requested appointments globally and a career advice program & advice to candidates looking for their next role.

WE HAVE AN IN-DEPTH INDUSTRY KNOWLEDGE AND EXPERTISE IN THE FOLLOWING PROPERTY, ARCHITECTURE & DESIGN SECTORS:

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|----------------------------------|------------------------------------|
| • Site Development & Acquisition | • Landscape & Architecture |
| • Development Planning | • Engineering Design |
| • Land Lease & Acquisitions | • Urban & Town Planning |
| • Conveyancing & Auctioneering | • Consultancy Management |
| • Property Development | • Clerk of Works / Site Inspection |
| • Facilities Management | • Environmental Management |
| • Architectural Services | • Feasibility Consultants |
| • Advisory Consultants | • Client Representation |
| • Consultancy Reporting | • Supervision & Monitoring |

RGR LTD RECRUITS FOR THE FOLLOWING POSITIONS IN THE PROPERTY, ARCHITECTURE & DESIGN SECTOR:

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|------------------------|-------------------|
| • Directors | • Management |
| • Administration | • Leasing Agents |
| • Human Resources | • Finance |
| • Architects | • Surveyors |
| • Town Planners | • Engineers |
| • Technicians | • Health & Safety |
| • Landscape Architects | • Counsellants |
| • Advisors | • Designers |
| • Inspectors | |

RENEWABLE ENERGY

RGR Ltd are in partnership with some of the Top 10 global Renewables companies. We have developed an excellent reputation in this sector on providing an excellent service to many global players in the Wind Energy Market. This is due to our Senior Management having worked in this Industry and gained the valuable Wind Energy Project management experience. We cover placements from entry-mid-senior-director level managerial appointments across all divisions of a company organisational structure in the Renewables industry in any location no matter how remote it is.

We offer a unique tailor-made service to our clients to fill any requested appointment globally and a career advice program to candidates looking for their next role. We also have an Internship program encouraging graduates to pursue their career into Renewables and have major links with global players who provide Internships for the right candidate. Furthermore, we have a strong trusted close connection with our clients in the Renewables sector and a fast turnaround for successful placements which makes us strive to be number 1 Recruiter of choice for many International Renewables companies in the near future.

WE HAVE AN IN-DEPTH INDUSTRY KNOWLEDGE AND EXPERTISE IN THE FOLLOWING RENEWABLE ENERGY SECTORS:

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|--------------------|-------------------------|
| • Onshore Wind | • Hydrogen & Fuel Cells |
| • Offshore Wind | • Solar |
| • Biomass | • Radiant Energy |
| • Geothermal | • Tidal |
| • Hydroelectricity | • Wave |

RGR LTD RECRUITS FOR THE FOLLOWING POSITIONS IN THE RENEWABLE ENERGY SECTOR:

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|----------------------------|--------------------------------|
| • Directors | • Management |
| • Business Development | • Marketing |
| • Administration | • Human Resources |
| • Finance | • Health & Safety |
| • Wind Energy Analysts | • Feasibility Analysts |
| • Blades Technicians | • Commissioning Technicians |
| • WEC Foundation Engineers | • Appointed Persons |
| • Stakeholders Managers | • Solar Energy Analysts |
| • Service Technicians | • Cranage Personal |
| • Logistic Specialists | • Compliance Managers |
| • SCADA Engineers | • Grid Connection Technicians |
| • Wind Turbine Specialists | • Geologists & Topographers |
| • GIS Specialists | • Ground Engineering Engineers |
| • MEP Engineers | |

RAIL & POWER

Rail & Power is an industry we have excellent partnerships with key International players and we provide an expertise service and exceptional candidates for these sectors. We cover placements from entry-mid-senior-director level managerial appointments across all divisions of Rail companies organisational structure. We offer a unique tailor-made service to our clients to fill any requested appointment globally and a career advice program & advice to candidates looking for their next role. Furthermore, we have a close connection with our clients and a fast turnaround for placements.

WE HAVE AN IN-DEPTH INDUSTRY KNOWLEDGE AND EXPERTISE IN THE FOLLOWING RAIL & POWER SECTORS:

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| • Systems Connection & Monitoring | • Stations Management |
| • Signalling & Communications | • Stations Construction |
| • Civils & Rail Track Works | • Rail / Power O & M |
| • Rolling Stock & Depot Works | • Electrical & Power Installation & \ Upgrade Works |
| • Rail & Power Safety | |

RGR LTD RECRUITS FOR THE FOLLOWING POSITIONS IN THE RAIL & POWER SECTOR:

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| • Directors | • Site Managers |
| • Project Managers | • Rail Engineers |
| • Commercial Managers | • System Engineers |
| • IT Rail Hardware & Software Specialists | • Signal Technicians |
| • Safety Engineers | • Quantity Surveyors |
| • Administration | • Human Resources |
| • Finance | • Quality Assurance |

MEP & UTILITIES

RGR Ltd Senior Management have over 20 years industry related experience in the global MEP & Utilities sector. We are in partnership with Top 5 M & E Engineering Contractors providing excellent candidates for their project from Data Centres to Wind Energy to Pharma & Commercial. By having hands on practical experience in this sector gives us a distinct advantage and a guarantee that we can provide an expertise service and exceptional candidates for our clients in these sectors. We know what clients require and we ensure we deliver.

We cover placements from entry-mid-senior-director level managerial appointments across all divisions of a company organisational structure. We offer a unique tailormade service to our clients in MEP & Utilities to fill any requested appointment globally and a career advice program to candidates looking for their next role. Furthermore, we have a close connection with our clients and a fast turnaround for successful placements. We want to continue to excel in our partnerships and on delivering to our TOP 10 MEP Contractors in Uk & Irl, Mainland Europe & Middle East into the future.

WE HAVE AN IN-DEPTH INDUSTRY KNOWLEDGE AND EXPERTISE IN THE FOLLOWING MEP & UTILITIES SECTORS:

- Commercial, Residential, Industrial
- Healthcare, Data Centres, Education
- Newbuild, Fit out & Refurbishment
- Rail, Power & Utilities
- Airports & Transportation
- Facilities Management
- Renewable Wind & Solar Energy

RGR LTD RECRUITS FOR THE FOLLOWING POSITIONS IN THE MEP & UTILITIES SECTOR:

- Directors
- Project Management
- Mechanical Engineers
- Estimators
- Fire & CCTV Technicians
- Building Services Engineers
- SCADA Technicians
- Sound & Light Engineers
- Data Communiation Engineers
- Quality Assurance
- Administration
- Electical Engineers
- Commercial Managers
- Quantity Surveyours
- MEP Planners
- HVAC Engineers
- Doccument Controllers
- Fabricators/Weldors
- Pipefitters &Duct Fitters
- Marketing
- Human Resources

OIL, GAS & PETROCHEMICAL

RGR Ltd are in partnership with some global MEP Engineering Contractors currently working on some Oil & Gas projects in the Gulf and other global locations. We provide a swift service and solid experienced candidates for our clients the Oil, Gas & Petrochemical sectors. We cover placements from entry-mid-senior-director level managerial appointments across all divisions of a Oil & Gas company organisational structure.

We offer a unique tailormade service to our clients in the Oil, Gas & Petrochemical sectors (Onshore & Offshore) to fill any requested appointment globally and a career transition program & advice to candidates looking for their next role. Furthermore, we have a close connection with our clients some of whom are headquartered in London too and a fast turnaround for successful placements. We seek to expand and partner with many more global Oil, Gas & Petrochemical companies and make RGR Ltd their number one recruiter of choice.

WE HAVE AN IN-DEPTH INDUSTRY KNOWLEDGE AND EXPERTISE IN THE FOLLOWING OIL, GAS & PETROCHEMICAL SECTORS:

- EPC- Engineering
- Procurement
- Design
- Construction
- Fabrication Upstream
- Exploration & Drilling
- Sub Sea
- O & M
- Terminals
- Production Downstream- Refining
- Transport
- Storage
- Pipelines
- Refineries
- FPSO
- LNG
- Onshore / Offshore Infrastructure

RGR LTD RECRUITS FOR THE FOLLOWING POSITIONS IN THE PROPERTY, OIL, GAS & PETROCHEMICAL SECTOR:

- Directors
- Exploration Engineers Drillers
- Commissioning Manager
- Facilities Engineer
- QC inspector, Lead Inspector
- Process Engineer
- M & E Commissioning Engineer
- Hock Up Instrumentation Inspector
- SIMOPS Co-Ordinator
- Piping Valve Engineer
- Administration
- Project Managers
- Commercial Managers
- Quantity Surveyors
- Marine System Engineer
- Fabrication Co Ordinator
- Project Controls Engineer
- Pipeline Engineers
- Safety Supervisors
- Marketing & Sales
- Business Development
- Finance

METALS, MINERALS & MINING

RGR Ltd provide an expertise recruiting service and exceptional candidates for the Metals, Minerals & Mining sectors. We cover placements from entry-mid-senior-director level managerial appointments across all divisions of a company organisational structure. We offer a unique tailor-made service to our clients in the Metals, Minerals & Mining sectors to fill any requested appointment globally and a career transition program & advice to candidates looking for their next role. Furthermore, we have a close connection with our clients and a fast turnaround for placements. We seek to expand and partner with many more global Metals, Minerals & Mining companies and make RGR Ltd their number one recruiter of choice.

RGR LTD RECRUITS FOR THE FOLLOWING POSITIONS IN THE METALS, MINERALS & MINING SECTOR:

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|------------------------|----------------------------|
| • Directors | • Health & Safety Managers |
| • Contracts Managers | • Construction Managers |
| • Project Managers | • Geotechnical Personell |
| • Commercial Managers | • Geologists |
| • Mineral Processing | • Equipment Operators |
| • Surveyors | • Metallurgists |
| • Supervisors | • Analytics |
| • Design | • Consulting |
| • Research | • Implementation |
| • Technology & Digital | • Communications |
| • Finance | • Administration |
| • Legal | • Human Resources |
| • Procurement | • Risk & Compliance |

HEAVY LIFTING, CRANAGE & TRANSPORT

Our Senior Management at RGR Ltd have many years practical hands on experience in heavy lifting from Wind Energy to Civil Engineering to Rail. We are in partnerships with some major Heavy Lifting companies in the Wind Energy & Oil & Gas Sector. We have an excellent reputation for providing exceptional experienced candidates for the Heavy Lifting, Cranage & Transport Sectors. We also provide candidates for abnormal loads transportation.

We offer a unique tailor-made service to our clients in this specialist sector to fill any requested appointment globally and a career transition program & advice to candidates looking for their next role. We seek to expand and partner with many more Heavy Lifting, Cranage & Transport companies and make RGR Ltd their number one recruiter of choice.

RGR LTD RECRUITS FOR THE FOLLOWING POSITIONS IN THE HEAVY LIFTING, CRANAGE & TRANSPORT SECTOR:

- Directors
- Appointed Persons
- Project Managers
- Commercial Managers
- Lift Engineers
- Cranage Specialists
- Quantity Surveyors
- Riggers/Banksmen
- Business Development
- Administration
- Information Technology
- Marketing & Sales
- Finance
- Coordinators
- Human Resources
- Communications
- Safety, Security & Compliance
- Operational

LOGISTICS & MARINE SHIPPING

RGR Ltd provide an expertise recruiting service and candidates for the International Logistics & Marine Shipping sectors. Though years of industry experience we have built up good relationships with many of Uk & Ireland ports and harbours primarily for the transportation of Wind Energy Turbines through these ports. We are proud to continue these relationships and assist in finding suitable candidates for all Marine & Port transportation & shipping and expanding our services to Mainland Europe & the Gulf major ports and shipping channels and make RGR Ltd their number one recruiter of choice.

RGR LTD RECRUITS FOR THE FOLLOWING POSITIONS IN THE LOGISTICS & MARINE SHIPPING SECTOR:

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| • Directors | • Project Managers |
| • Dry Dock Personnel | • Transport Engineers |
| • Commercial Managers | • Logistics Manager |
| • Tug Boat Personnel | • Port & Harbour Managers |
| • Shipping & Marine Engineers | • Logistics Engineers & Co Ordinator's |
| • Drivers | • Safety Supervisors |
| • Cargo Handlers | • Business Development |
| • Marketing & Sales | • Administration |
| • Finance | • Information Technology |
| • Coordinators | • Human Resources |
| • Communications | • Safety, Security & Compliance |
| • Operational | |

IT & DIGITAL

We have an in house dedicated recruiting team for all IT & Digital serving clients from Construction to Pharmaceutical to Renewable Energy offering affordable talent solutions adding value to their IT Departments progression & business success. At RGR Ltd we decided to specialise within this specific IT & Digital market based on the demand from our existing clients to help build their IT & Digital departments grow in line with their overall company expansion and development. We are continually building close relationships with leading talent and the most ambitious clients in this niche sector that is the core of many expanding companies.

RGR LTD RECRUITS FOR THE FOLLOWING POSITIONS IN THE IT & DIGITAL SECTOR:

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| • Computer Scientist | • Web Designer |
| • IT Professional | • Web Developer |
| • UX Designer & UI Developer | • Help Desk Worker/Desktop Support |
| • SQL Developer | • Software Engineer |
| • Data Entry | • Computer Programmer |
| • Database Administrator | • DevOps Engineer |
| • Network Administrator | • Information Security Analyst |
| • Artificial Intelligence | • Engineer |
| • Cloud Architect | • DIT Manager |
| • Security Architects | • Application Developer |
| • Infrastructure manager | • Technical Specialist |
| • Technical Business Analyst | • Functional Business Analyst |
| • SAP ABAP Developer | • SAP FICO Consultant (Financials and Controlling) |
| • SAP S4/Hana | • SAP MM Consultant (Materials Management) |
| • SAPSD Consultant (Sales & Distribution) | • SAP HR Consultant (Human Resources Management) |
| • SAP QM Consultant (Quality Management) | • SAP PP Consultant (Production Planning) |
| • SAP Project Systems Consultant | |

SELECTING THE BEST TALENT FOR YOUR BUSINESS

RGR LTD Recruitment Process

RGR LTD have an in-depth, industry leading recruitment process that will make your company stand out from the competition, attracting the very best talent. We combine this with comprehensive and up-to-the-minute candidate attraction methods including:

- A VINCERE database of 25,000 candidates which is updated on a daily basis.
- Advertising – extensive investment in the leading jobs boards, in addition to advertising on our own website.
- Recommendations: good people know good people, 60% of our candidates are referred to us.
- Wide-ranging use of LinkedIn Recruiter
- Social media advertising – over 57% of candidates now look to social media to help with their job search.
- Knowledge, personal contacts and experience – our Managing Director has an abundance of Industry contacts and has a very close 'ear to the ground'. Also our recruitment consultants are some of the best and most networked in the industry.

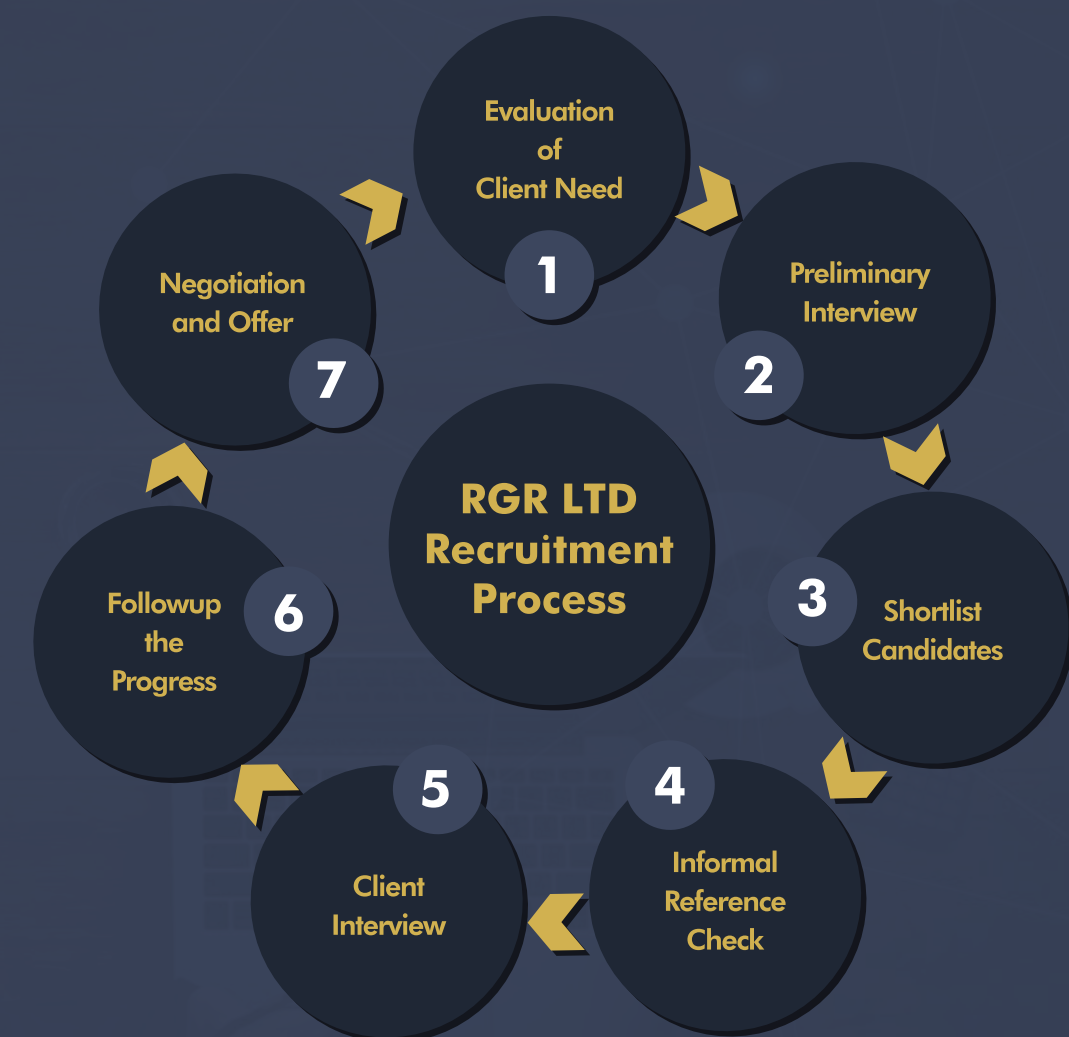
Skilled headhunting of top candidates. All that adds up to a robust and comprehensive selection process that leads to candidates with the right skills, the right values and the right work ethic: candidates we can recommend to you with confidence.

RGR LTD Consultants believe in always finding you the best candidate

**We are very committed to ensure we find you the best candidate.
We want the candidate to excel in your business and not a fly by candidate.**

That means we'll look at the culture, values and beliefs of your company – and we will find a solid candidate that matches your company's culture. A candidate can come with an unblemished record of career progression and a tremendous track record: but if they're not going to fit with your company and your team, it won't work. That is our experience of candidates and the importance of fitting in to each individual business or company.

RGR will ensure candidates are well screened to ensure they can 'fit in, thrive and succeed with their new company team.



ACCREDITATIONS & MEMBERSHIPS



CHARITABLE PARTNERS

RGR Ltd are proud to be involved with many charities and we regularly donate and sponsor these charities who do such dedicated and kind work. We encourage our staff members to participate when they can in charity organised events.

THE CHARITIES WE WORK WITH ARE AS FOLLOWING:



The Pink Ribbon Foundation is a grant making trust with a mission to fund projects and provide financial support to UK charities which relieve the needs of people who are suffering from, have been affected by breast cancer, or who work to advance the understanding of breast cancer and its early detection and treatment.

Trees for Cities is the only charity working on an International scale to create greener cities. They strengthen communities through volunteering opportunities and inspire children to grow and eat healthy food. They started over 20 years ago, with a mission to plant trees in some of the greyish parts of London, ensuring that it remains liveable for our growing urban population. To date they have planted over 600,000 trees and have now reach 25 cities in the UK and overseas.



THE PETER O'SULLEVAN CHARITABLE TRUST



Since 1999 the Trust has distributed over £5 million equally between the six charities it supports. Blue Cross, Brooke, Compassion in World Farming, World Horse Welfare, Racing Welfare and The British Thoroughbred Retraining Centre. In addition, the Trust has pledged over £7 million to other charitable causes, mainly equine or equine related.



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