

Mozambique Country Profile

A Leading Manpower Services Company

Since 1998, Orion has been providing onshore and offshore contract and permanent staff to customers in Africa through exploration, construction and operational phases of oil and gas developments.



Orion recognises the many, often unique, challenges to working within the African continent. The Group ensures we are fully compliant with local legislative and tax requirements alongside client safety, process and service standards, to provide local and expatriate personnel with the most efficient and capable delivery. Orion Group has the experience, know-how and alliance partners to ensure it receives the best possible advice and quality of service.

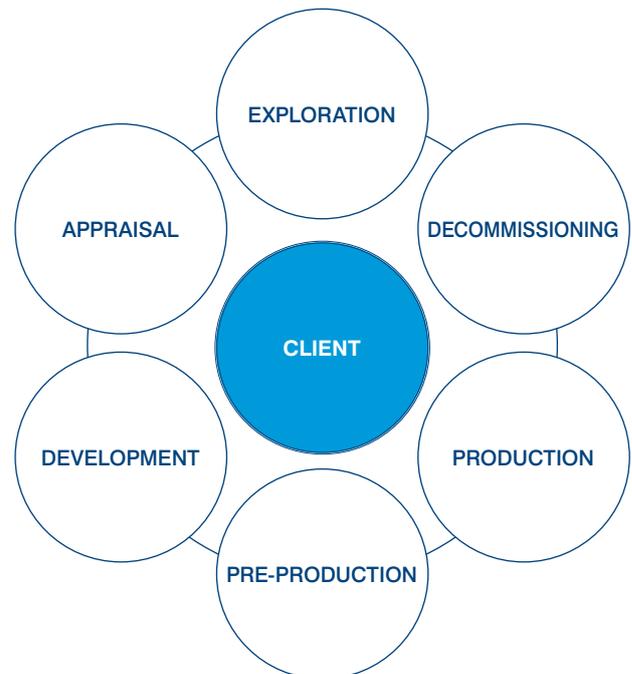
Our fully tested project execution plan enables us to provide a turnkey delivery solution using a team of dedicated recruitment specialists in the UK and Africa.

We work hard to build strong personal relationships, ensuring customers receive the highest quality candidates for all requirements.

From Orion Group's fully registered offices in Africa with support from the UK, the US and the Middle East, we supply manpower across the continent of Africa, including:

- Algeria
- Chad
- Egypt
- Gabon
- Mozambique
- Nigeria
- Senegal
- Mauritania
- Angola (Luanda)

We can provide manpower across the full project life cycle



We consistently deliver tailored manpower solutions across the entire project lifecycle.

Mozambique

LOCATION	ENTITY	SERVICES	CURRENT ADDRESS	ESTABLISHED IN COUNTRY
Maputo Mozambique	Heading Mozambique	JV Partner (Heading Mozambique) Tax & Payroll Services Work Permit & Visa Technical Recruitment – Perm & Temp	Rua dos Desportistas No. 649 12 Andar Maputo Mozambique	2018

In Mozambique Orion is a shareholder with Heading Mozambique, which brings a decade of experience in supplying recruitment, outsourcing, and vital HR services to clients in-country.

Through this structure Orion Group delivers a local content-compliant solution, with proven experience and the capability to supply recruitment and workforce solutions in Mozambique. This is combined with worldwide experience of working with some of the largest companies within the Oil & Gas industry.

Orion’s Mozambique Capabilities:

- Recruitment and Selection of national and expatriate personnel (national database of some 100,000+ Mozambicans, and an international database with over 370,000 expatriates).
- Provision of visa and work permits, fully managed by us, where in-country specialists manage the process from start to finish, alleviating the difficulties associated with a complicated immigration process. The current national workforce of over 450 personnel provides an approved quota for expatriates.
- Global mobility solutions through our HQ, international offices, and local team in-country; Orion can support the seamless movement of personnel into Mozambique. HSE, rotational flights, local transport, orientation, hotel, tax and payroll solutions can also be delivered.
- Ongoing assignment support, with in-country and global specialist teams ready to respond to any issues, questions, problems, or general queries.
- Dedicated account managers with single focus, who can internally liaise with any required departments worldwide within Orion Group.



Scope of services

- Drug and alcohol testing provision of specialist contract staff
- Local ground transport
- Workforce competency training
- Psychometric assessment
- Workers' compensation
- VOC testing (trade testing)
- Visa and work permit admin
- Payroll and tax admin
- Repatriation and medivac
- Medicals and inoculations
- Meet, greet and security services
- In-country arrival
- Meet and greet local permits and licenses
- Accommodation services
- Local orientation
- Local banking support
- Local medical cover

Mobilisation/ Demobilisation

People are our greatest asset – and Orion Group does not compromise on worker welfare management.

Visa processing

Orion can deliver a full visa and work permit service.

Ongoing assignment support

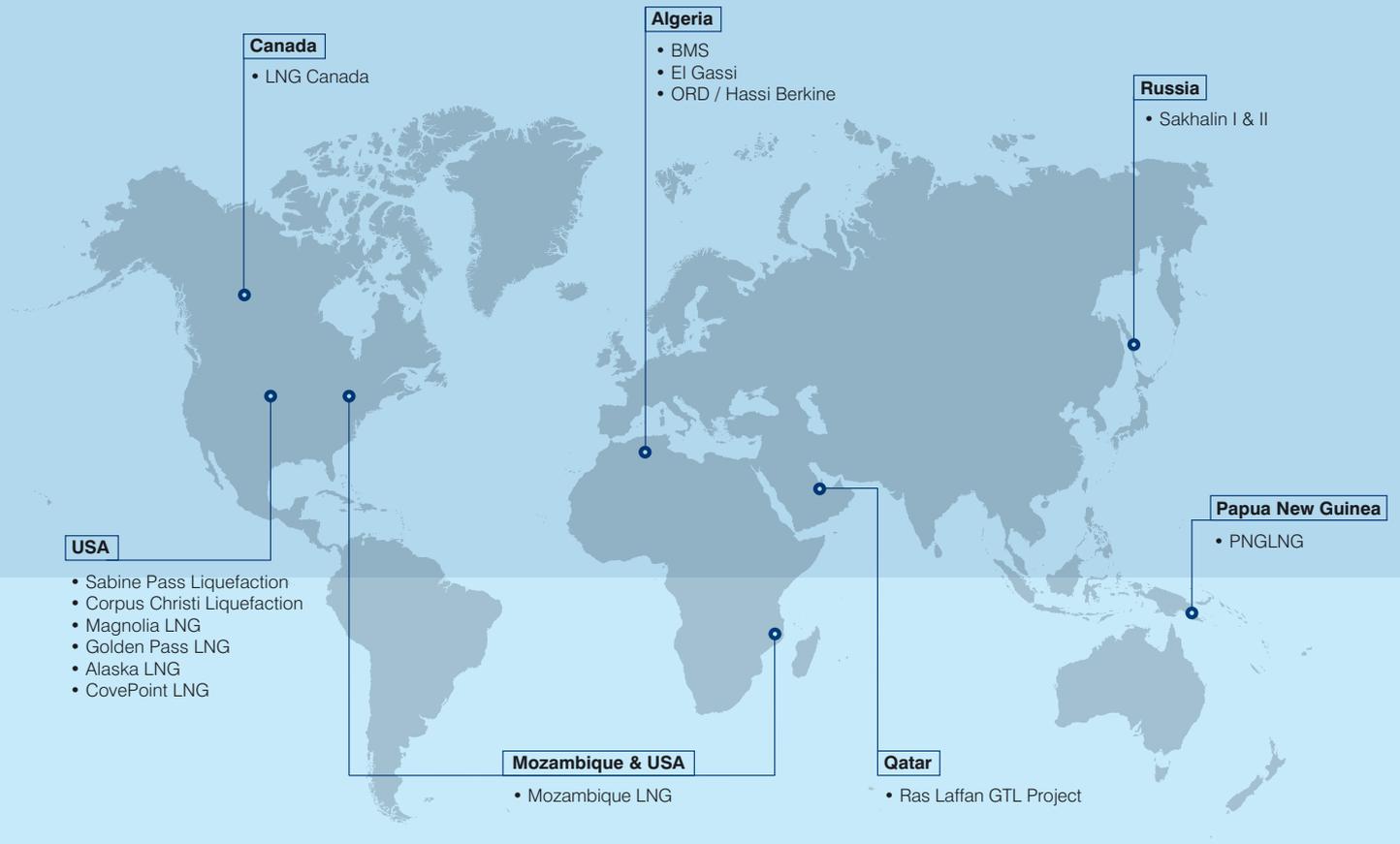
Support from Orion does not end once personnel arrive in country. A safe and successful assignment overseas is assured through ongoing support from our local offices and Worldwide Mobility team. Orion is always available to provide help and support.

In-country support

- Emergency medical response
- Medical renewals
- Visa renewals
- Rotation and flight management
- Annual tax reporting
- Repatriation services
- Updates to client policies and guidelines
- Security updates
- Rate management
- Exit requirements and support
- Rate management
- Security updates
- Rate management

Services provided

- Full project cycle personnel supplied
- Permanent recruitment



> \$500bn

projects in development worldwide

Orion Group has a strong track record of successfully meeting the workforce requirements for some of the largest LNG projects and operators in the world. Orion Group recognises that Liquefied Natural Gas (LNG) is a highly specialised area within the energy sector, meaning recruiting the right people is a top priority.

With the natural gas sector set to grow by 50% in the next 20 years, LNG is very much in the forefront of energy planning for all in the industry and with that comes a need for a global recruitment partner that can deliver a highly-qualified workforce. Whether it is the largest or the smallest LNG project, by choosing Orion Group as a recruitment partner, our clients can get on with their core business of delivering first class projects, on time and on budget.

Our Values



We have a management team that boasts over 30 years of experience within recruitment and we aim to provide the highest quality service by adhering to our core values.

Resource Based Objective Delivery Service

A new type of service that blends the flexible and agile nature of contingent manpower supply and the structured, goal-focused approach of project management excellence and outcome delivery.

Delivery of Teams is based on a clear remit and understanding, incentivised to deliver a pre-determined product, service outcome, performance and/or set of deliverables in context with our client's associated business goals.

Integrated Service Provision and Benefits

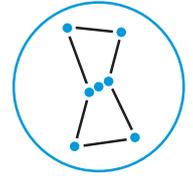
Whilst working through the discovery phase, we develop a bespoke recruitment outsourcing model based on a client's current and future needs, working practices and expectations. This flexible approach to providing a complete recruitment service ensures the client receives the service that is right for them and that manpower provision is there for any stage in the life cycle of energy projects.



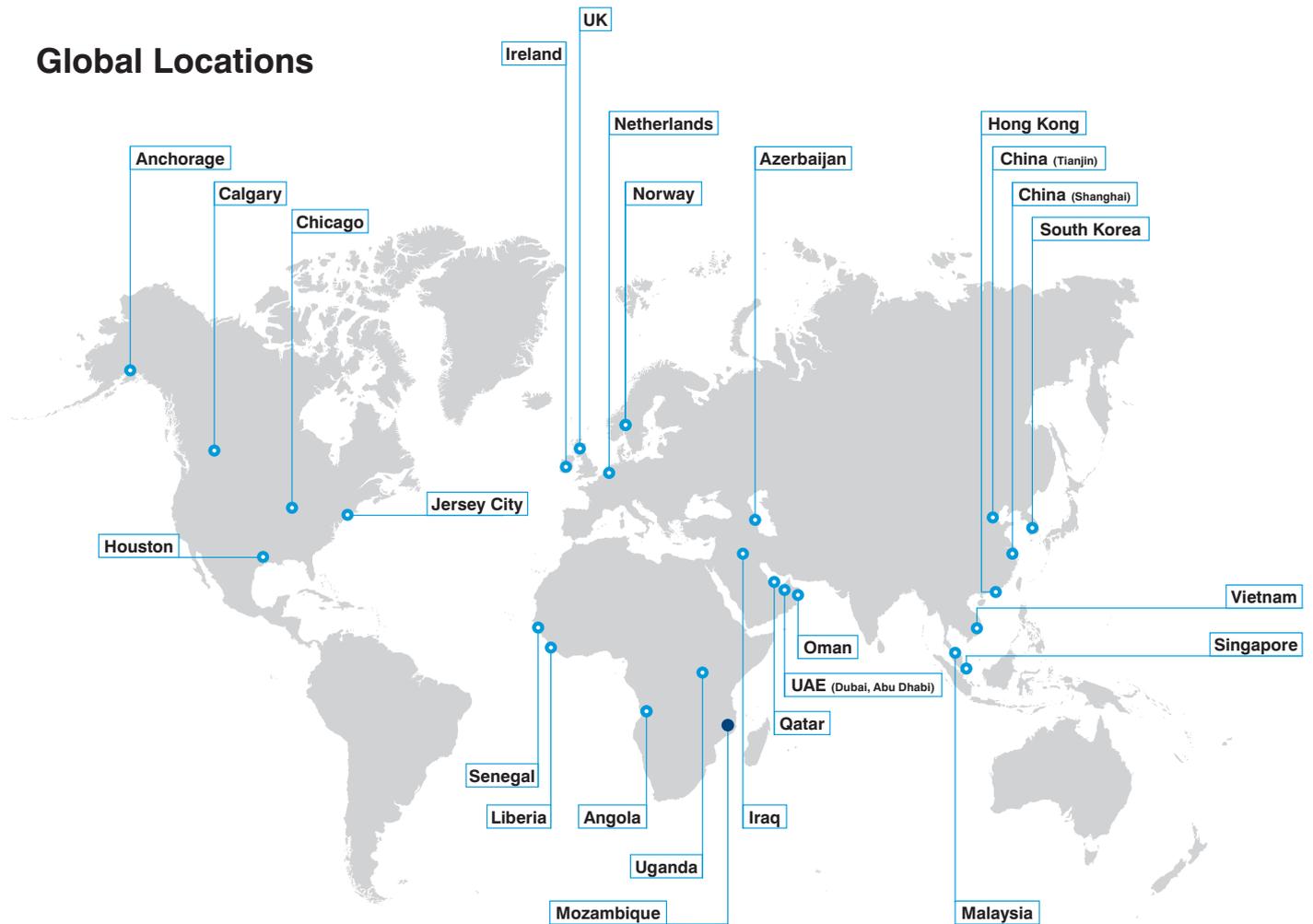
Local office



OrionGroup



Global Locations



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