

People are our  
business worldwide



Company Profile





**Since 1987, Orion Group have remained true to our mission; to deliver best in class recruitment services to our customers to enable them to exceed their business goals.**

Over the ensuing years, Orion have established an outstanding reputation with some of the world's largest blue-chip companies and most pioneering start-ups and are now established as a global manpower provider across several key industry sectors.

Orion's professional delivery consultants, account managers and logistics coordinators manage thousands of interim and permanent placements every year. The team are passionate about supplying the right people for the best jobs across six continents and this commitment to quality and integrity fortifies our slogan: "People are our business worldwide".

## Orion Values



At Orion Group, safety is our number one priority. As safety champions within the recruitment industry, we are proud of our unwavering commitment to provide all employees and contractors with a safe and healthy workplace. The annual *Orion Safety Awards* encourages best practise amongst our workforce and adds value to our clients by supporting their safety initiatives too.

### Standards and certification

We have been committed to obtaining ISO certification for many years – just one of the many ways in which we invest in safety. Our latest certification is ISO 45001 Occupational Health and Safety Management.

Our Health and Safety management system has been awarded a five-star rating by the British Safety Council every year since 2013. In 2019 we achieved ISO certification: 45001 – Occupational Health and Safety Management. Gaining this international standard shows that Orion Group follows best-practice procedures to preventing work-related injuries and ill-health.

As an international business, we remain committed to ensuring these high standards are replicated wherever we operate to safeguard all our employees and contractors.

### Nothing left to chance

Across the world, Orion Group lead the way in promoting safety awareness.

Prior to mobilisation, we ensure all contractors undertake a safety induction, which includes testing of safety behaviours and issuance of signed-for safety documentation.

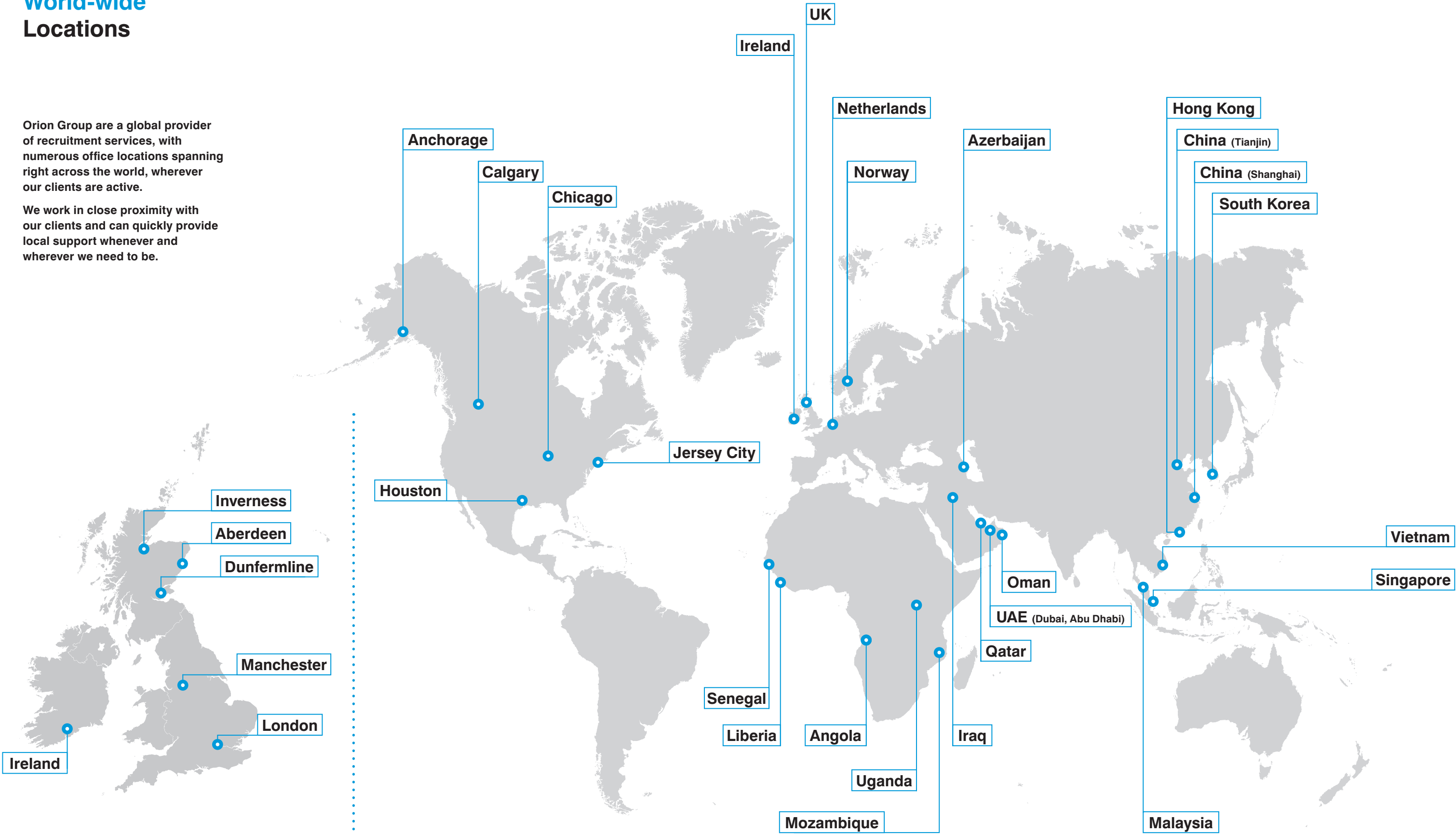
During assignment, Orion Group guarantees full compliance with our client's in-house HSE procedures and actively promotes best practise to all stakeholders.

Orion Group host an annual Safety Awards event, as an opportunity to celebrate our ongoing commitment to safety in the workplace. By highlighting the previous year's Health and Safety performance and any lessons learned, we aim to keep safety in its rightful place at the top of everybody's agenda.

# World-wide Locations

Orion Group are a global provider of recruitment services, with numerous office locations spanning right across the world, wherever our clients are active.

We work in close proximity with our clients and can quickly provide local support whenever and wherever we need to be.



For regional office details visit [orionjobs.com/worldwide-office-locator](https://orionjobs.com/worldwide-office-locator)

Inverness (Head Office) +44 1463 230860



# Orion History

1987

Orion Engineering Services Limited established in Inverness (Scotland)

1990

Aberdeen Operational Office opened to service North Sea and gas sector

1996

- Globalisation of Orion Group began
- Baku (Azerbaijan) office opens

1997

Manchester office opens

2000

- Rail division established and Glasgow office opens
- Moved into IT and Telecoms
- Fife office opens

2001

Joint venture KIS/Orion (Kazakhstan) was established

2002

Offices opened in Houston (Texas), London and Newcastle

2003

Belfast office opens

2006

- Offices open in Singapore, Perth (Australia), Calgary and Lagos
- Aerospace division established
- OCCMS established
- Moved into Renewables sector

2007

Qatar office opens

2008

- New blue chip client global contracts awarded (Shell, BP and Exxon)
- Mining division opened in Australia
- Offices open in Russia, Angola and Oman

2009

Won Prestigious Queens Award for Enterprise in the International Trade category

2010

- Offices opened in PNG, Newfoundland, Anchorage (Alaska) Gabon and UAE
- Sold interest in Kazakhstan to our joint venture partner but local office support remains

2011

- Record sales of over \$540m.
- Orion Awarded British Safety Council's Sword of Honour
- Philippines office opens

2012

- Celebrated 25 years in the industry
- Win International Safety Award
- Awarded a four year Enterprise Framework Agreement by Shell
- Offices opens in Iraq, India and South Korea

2013

Offices opened in Norway, Brazil, Malaysia and Holland

2014

Offices opened in South Africa, Midland and New Orleans (USA)

2015

- Awarded BP Framework Agreement
- Rail training facility opens in Wigan
- Mozambique office opens
- Orion ISP launched
- CNOOC MSP contract awarded

2016

- Shanghai office opens

2017

- Joint Partnership with PetroVietnam established

2018

- Opened Life Sciences Division
- Orion Life Sciences Ireland office opens
- Orion Executive Search launched in the UK

2019

- Orion Life Sciences Netherlands office opens
- Spirit Energy MSP contract awarded
- Senegal office opens

2020

- Orion Life Sciences North America opens
- Neptune MSP contract awarded

2022

- Orion reaches 35 years in business
- True North Partnership established in Uganda
- Orion receives four industry awards for diversification

# Why Orion?

We operate from a solid and secure base, and have invested in our business and people throughout our history

## Diversification

Our diversification comes from a deep understanding of the markets that we serve. We have a global capability to deploy a range of recruitment services and solutions wherever our clients operate.

At Orion Group we find the right people for the right job, no matter the industry. Today Orion Group is a truly diversified company operating specialist recruitment services across a wide range of industry sectors.

Board of Directors

Energy



Life Sciences



Value Outsourcing



Built Environment



Permanent



We have placed

£4bn

worth of workforce solutions in the Energy sector alone

## A long term approach

Understanding our markets has always served us well. Orion Group have a proven track record of delivering best in class professional workforce solutions that identify the right people to deliver solutions to the World's biggest and most complex global projects.

We have the market intelligence and experience necessary to take a holistic approach to project delivery, managing contracting services from start to finish. People are our business worldwide, and we continually invest in our staff to ensure that we provide all our clients with the highest quality service in the employment industry – every time.

## A flexible model for success

Orion Group isn't just about energy, our reach and capability now extends into a number of value added specialist permanent roles in recruitment markets that benefit from trust and collaboration.

## Reliability

Orion Group employs and develops highly skilled teams with cross-industry experience who can meet the most challenging job specifications with a confidence and professionalism unequalled in the recruitment sector.

Our established offices and local market intelligence in these regions ensure we are able to rapidly and efficiently mobilise people and projects.

Our reliability is underpinned by our Business Continuity Management System certified to the International Standard ISO 22301 providing you with assurance of our security and resilience capabilities.

No matter where you are in the world, we can manage your contracting services from start to finish. Our experience, operating across a number of industry sectors, means we can offer our clients additional support during the project-planning phase to guarantee optimal project delivery.

Combined with our integrated candidate filtration systems and rigorous selection processes, Orion consistently delivers the best people for the job.



# Our sectors

# Orion Group keeps critical infrastructure projects moving

## Energy

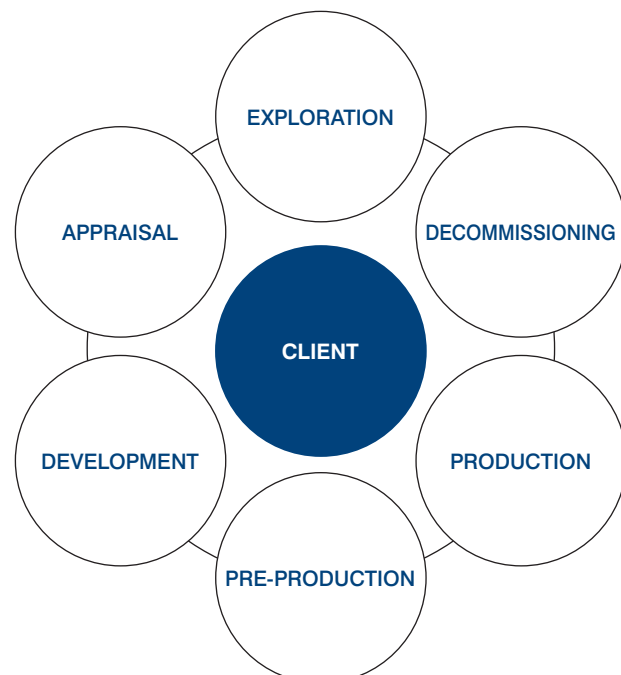
Since 1987, Orion Group has become an international leader in the provision of recruitment services to the Oil & Gas industry, working with clients involved at every stage of the process through appraisal, exploration, production, development and decommissioning.

We successfully offer recruitment and related services across downstream projects, including refining and chemical processing.

Orion Group also provides comprehensive coverage of the growing renewables and nuclear sectors.

Our market intelligence and experience enables us to take a holistic approach to project delivery – managing contracting services from start to finish.

Orion Group continues to work with clients as new discoveries are made, following projects throughout their lifecycle from appraisal and production through to decommissioning.



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

## Oil & Gas

Orion Group is a global leader in the provision of recruitment services to the oil and gas industry, working with clients involved at every stage of the process, through appraisal, exploration, production, development and decommissioning.

With a database of over 375,000 candidates and contractor personnel from Papua New Guinea to Mozambique, Orion Group have a successful track record of supplying a professional workforce with direct experience to deliver some of the largest projects the world has ever seen.

## Nuclear

The nuclear industry provides a wealth of skilled jobs in both permanent and contingency roles. Orion Group have been involved in the successful placement of skilled workers to many of the largest nuclear engineering companies and providers in the world.

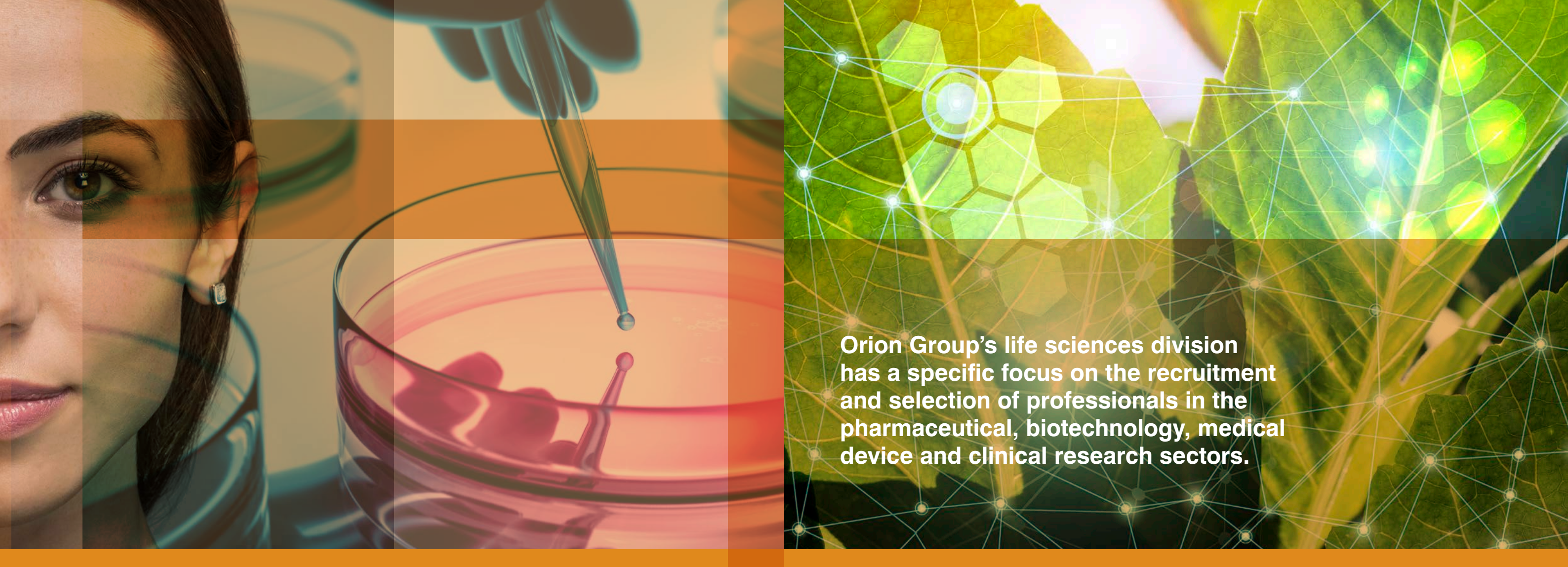
Orion Group excels in the placement of critical infrastructure workers in technical, administrative and management roles of all kinds, both in the UK and throughout the world.

## Renewables

The global growth in renewable technologies has accelerated in recent years and Orion Group have long-established relationships with the leading engineering companies in solar, wind and wave technology.

These projects are often on a grand scale and require a large number of contract workers from a wide range of disciplines. This can often present opportunities for skilled labour from other engineering and energy disciplines to change their career direction into renewable energy.





**Orion Group's life sciences division has a specific focus on the recruitment and selection of professionals in the pharmaceutical, biotechnology, medical device and clinical research sectors.**

## Life Sciences

**The Orion Group is a professional and compliance focused recruitment company. Orion Group's life sciences division has a specific focus on the recruitment and selection of professionals in the pharmaceutical, biotechnology, medical device and clinical research sectors.**

Our award-winning service and reputation as a well-known premier recruitment company allows us to support the growth in demand for contingent life science workers worldwide.

### Professionals we supply across our sector:

- R&D – Clinical and Non-Clinical
- Engineering, Manufacturing and Facilities
- Quality Assurance and Quality Control
- Compliance, Regulatory Affairs
- Project Management
- Finance
- Sales – Sales and Account Management
- IT
- Administration
- Human Resources
- Health Economics
- Procurement and Supply Chain

### Europe

In 2018, we launched our Cork office, one of the leading lights of life sciences in Europe, the first of 12 offices across the UK & Ireland, and 20 throughout Europe.

Orion Group has access to all the best Candidate Job Boards, plus advertising capability to suit the job function and industry. We have a great online presence across Ireland, UK, France, Netherlands, Switzerland, Poland, Norway, Denmark, Spain, Portugal, Italy and Belgium.

### North America

North America is experiencing a surge in employment opportunities within the field for life sciences. Not only scientists are employed within life sciences, a number of technical, digital specialists, planning and commercial positions are available. These jobs are with major international companies, on both a contractor and permanent basis.



## Our sectors

## Value Outsourcing

Value Outsourcing builds on our leading global manpower supply service to bring our clients true added value. Within Value Outsourcing, our three distinct business streams are designed to focus on solving problems, and increasing efficiency and effectiveness within our clients' businesses.

## Orion **ISP**

### Worldwide Recruitment Outsourcing

The Orion Group's Integrated Service Provision delivers outstanding value to our clients. With several thousand contract workers on assignments across the globe, through the Orion ISP, Orion Group has transformed the recruitment processes for many of the World's largest Energy companies. We develop bespoke models for clients built to their exact project requirements.

### Managed Service Programme, from start to finish

We establish a recruitment supply-chain and lead the delivery of resourcing services. This may be as a master vendor or on a vendor neutral basis. Both options can utilise an Orion managed Vendor Management System (VMS) for candidate, vacancy and supplier co-ordination.

### A true partner for Recruitment Process Outsourcing for every stage of the project

We provide opportunities for key resourcing activities to be consolidated through Orion as a partner. We provide clients with real time hiring approval through the Orion VMS system, interviewing support, rate management and a number of added services.

Orion guides our clients through a review process that identifies improvement opportunities and selects the most suitable Orion ISP model or combination to provide the greatest step change in recruitment delivery and cost effectiveness.

## **CPRO** SERVICES

### Our Orion Professional Services

Our Orion Professional Services is all about partnering with our clients to find the best delivery solutions for their business transformation and change requirements.

Our approach to delivery is honest and transparent, ensuring our clients have full visibility every step of the way. This allows our clients to make informed decisions throughout their 'change processes and feel a major participant in the journey.



# Our sectors



## Value Outsourcing

### Mobility Services

**Taking an assignment overseas can be a complicated process. Increasing scrutiny on tax and immigration places additional burdens on organisations and mobilising personnel.**

Concern for personnel welfare and safety requires dedicated on the ground support. Orion Group has proven experience in placing people overseas and ensuring they have the support required to make them productive from the outset.

Orion's Worldwide Mobility Services will provide support right through the process, from visa processing and relocation services through to tax-compliant payroll solutions, meet and greet, and repatriation support.

Integrated throughout Orion's network of local offices and head office support functions, Orion's Worldwide Mobility Services will provide a fully coordinated service through pre-mobilisation, in-country arrival and ongoing assignment support.

### Completions and Commissioning Management



**Orion Group's recruitment expertise combined with our state-of-the-art OCCMS Orbit technology delivers an unrivalled completions and commissioning service, enabling clients to prepare, execute and deliver successful outcomes to any event scenario, expansion or overhaul.**

Our Orbit Completions and Commissioning Management System (OCCMS) software application is a fully-customisable and flexible platform which is revolutionising project management and delivery for many of our key clients, providing significant cost and time efficiencies.

OCCMS provides maximum ease of use and flexibility for clients, offering live and remote reporting, advance work packaging, paperless execution and paperless handover that drives early warning and efficient execution on projects in industries such as Oil and Gas, Life Sciences, Clean Energy and Defence (MOD-approved).





## Our sectors

### Built Environment

**For many years, Orion Group's Built Environment team has successfully recruited for our clients on a number of exciting opportunities and projects.**

We concentrate on providing an efficient, focused recruitment service to all aspects of the industry, including infrastructure, construction, rail, engineering and project management. Orion Group is proud to have supported and partnered a number of key organisations within this industry including Atkins, Jacobs, Aecom, SSE Enterprise, SNC Lavalin and Eleclink.

#### Capabilities

- Dedicated delivery team, based in the UK with both national and international resources
- Candidate recruitment, screening and selection
- Compliant and flexible payroll options
- Delivery on permanent, Fixed Term and Contract Vacancies
- Understanding of developing market trends and how they impact the industry

### Permanent

#### Permanent vacancies with Orion

Orion understand the importance of placing the right candidate in the right job and with our combined experience and strong record. We know what it takes to meet your needs and we can provide a range of flexible models of recruitment that deliver and at the right cost for your organisation. Get in touch now to find our more Permanent Recruitment

Orion approaches permanent recruitment differently. Whilst, we seek out talent on behalf of organisations, our service is a departure from that offered by most traditional search firms in many ways.

Candidate's opinions of an organisation are directly impacted by the service we provide. We act as an extension of 'the client' throughout the recruitment process therefore ensuring candidate satisfaction from the outset.

#### PartnerPlus – Revolutionising recruitment within Technical and Engineering sectors

Specialising within the Global Filtration and Nonwoven industries, PartnerPlus brings a refreshing approach to direct hire, offering an unrivalled service to market leaders. The PartnerPlus model is a service line that sits in between the standardised contingent offering and the traditional retained search model, moving away from the outdated practices of agencies (and companies) searching standardized job boards and competing for placements.

As an alternative, we create a strong working relationship with our clients, by offering a more in-depth focussed service, uncovering talent that isn't normally visible. Our subject matter experts take the time to fully understand the role, the pinch points and as equally important learn about the culture and history. With employee retention a major – and costly – challenge for many clients, these are all critical components of ensuring they hire the right person, rather than the most available.