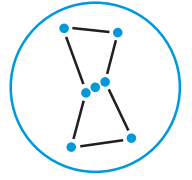


Energy

OrionGroup



Skilled Trade Personnel Solutions

People are our
business worldwide
orionjobs.com



Orion Trade Solutions

Orion Trade Solutions - a specialist division of leading international personnel provider, Orion Group – is the UK's leading supplier of skilled trades.

We source skilled trades personnel for both local and international roles in a wide range of industry sectors including: Marine, Shipbuilding, Oil & Gas, Renewable, Construction, Petrochemical, Fabrication and Manufacturing – both for onshore and offshore positions.

We offer temporary, contract and permanent recruitment solutions, tailor made for your specific project requirements. We typically offer opportunities for candidates to work in the following roles:

- **Welders (steel and pipe)**
- **Fabricators**
- **Pipefitter/coppersmiths**
- **Mechanical Fitters**
- **Hydraulic Technicians**
- **Slings**



We work with clients to provide large volume manpower to facilitate the safe completion of major projects on-time and on-budget.

Recent successful engagements have been completed for Lamprell (Dubai), Babcock (Rosyth), Harland and Wolff (Belfast) and at Sullom Voe Terminal, Shetland.

Additionally, through a world-side network of offices, Orion Group provides:

- **Resource searches**
- **Mobilisation and de-mobilisation**
- **Payroll and tax solutions**
- **Work permit and visa solutions**
- **In-country meet and greet**

Key locations

Inverness – Head Office

Our Inverness team have four dedicated recruiters, including a Polish speaker and a medical co-ordinator. Our dedicated travel and logistics centre sources, manages and coordinates the deployment of all personnel.

Dunfermline – Onshore/Offshore Engineering

Our Dunfermline office has a team of recruiters, service managers and admin staff providing site inductions, translation services and engineering support for various clients.

Gdansk – EU Welding and Training Base

Our Gdansk test and training centre has 15 welding bays, meeting rooms and classrooms and recently trade tested over 250 welders in conjunction with Lloyds for mobilisation to Sullom Voe, Shetland.

Worldwide – Orion Group

With offices and strategic partners in key locations across the globe, Orion Group has the capacity to support clients' 'in-country' recruitment, tax and payroll needs.

Worldwide Mobility Services



Our comprehensive trade solutions provide clients the confidence that they can achieve full compliance.

Orion Group has a proven track-record in placing people overseas, working closely with clients to provide a fully-coordinated service through pre-mobilisation, including tax, training and immigration assistance. We ensure that your personnel have the support required to allow them to be a productive asset from the outset of the project and provide ongoing assignment support through to completion.



Pre-Mobilisation Support

- Orion Trade Solutions – meticulously plans every mobilisation, from background verification checks on candidates through to payroll solutions.
- Worldwide Mobility team – create a bespoke plan for each deployment, including flights, travel co-ordination and insurance, also providing country guides and orientation.
- Occupational Health team – ensures specific medical criteria are fulfilled, conducting fitness-to-work tests.
- Commercial and Tax departments – ensure contracts comply with local legislation and that in-country tax and social security matters are in line with local rules.
- Our Visa team – advise on meeting legal requirements and process visa and permit applications for personnel.

In-Country Arrival

Our established global network makes us ideally placed to provide continuing support to deployed personnel. Our Worldwide Mobility team liaises with our in-country entity to assist with: Meet and Greets, Local Permits and Licenses, Accommodation, Local Orientation, Local Banking, Local Medical Cover and Translation Services.

Ongoing Assignment Support

Support from Orion does not end once personnel arrive in country. A safe and successful assignment is assured through ongoing support from our Worldwide Mobility team, including 24-hour Emergency Assistance, Security Updates and Tax and Immigration Compliance.

Skilled Trade Personnel Solutions

With over 30 years experience worldwide providing skilled manpower Orion can deliver your project on-time.



Locally Sourced

Local supply is the most cost-effective solution on most projects as mobilisation and accommodation costs are minimised. We have built up an exhaustive global database of labour, focusing on locations rich in fabrication and shipbuilding and are experienced in running successful region-specific recruitment campaigns.

Nationally Sourced

Where we identify local skill gaps, we widen the search from our database to national and international recruitment campaigns.

Overseas Sourced

Orion has a tried and tested solution for addressing skill shortages or a need for large volume supply. Utilising our office in Gdansk, and ten years experience sourcing labour from the region, we are able to offer clients a Polish-labour solution, arranging all mobilisation and logistical requirements to get personnel on site as required.

Orion also ensures that all overseas labour is registered into the destination country's relevant social security and tax regime, providing a fully-compliant solution.

Our overseas solution is not limited to Poland, however, and we are able to utilise our global network of offices to explore other, equally effective, overseas sourcing options.



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.

Experience and Trades Database

Orion has spent over 30 years compiling an unrivalled global database of skilled personnel. Continually managed, the database gives us a real-time insight into which personnel are available at any given time.

With over 1,500 skilled trades and semi-skilled contingent workers deployed around the world, we are familiar with handling high volume multi-discipline life-cycle project mobilisations.

Recent volume examples include:

- **Exxon-Mobil** (BAM Clough, Clough Curtain Joint Venture) – 350+ skilled tradesmen
- **Tengizchevroil** (Chevron) – 350+ expatriate and 400 Kazakh national staff
- **Harland and Wolff** – peaking at 450 skilled tradesmen over the last 15 years
- **Babcock** – 400+ European skilled workers deployed on a shipbuilding scope on Rosyth quayside
- **Petrofac Total** (Laggan Tormore gas terminal expansion) – 180+ European skilled trades.

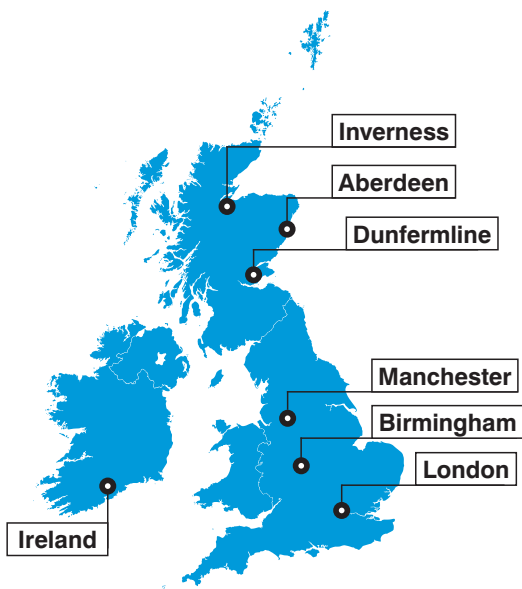
Safety

We consider safe, competent and experienced staff as key to the success of on-the-ground deployment. Our safety culture is highly commended in the UK, being recognised for three consecutive years with the coveted British Safety Council Sword of Honour and the British Safety Council International Safety Award.

Trade Testing and Certification

Orion conducts and provides professional tests for trades personnel with clients given the ability to observe candidates performing specific tasks during assessment. Orion utilises independent bodies to perform verifications and our partner testing facilities meet the necessary qualifications and are fully equipped to train, test and certify tradesmen.

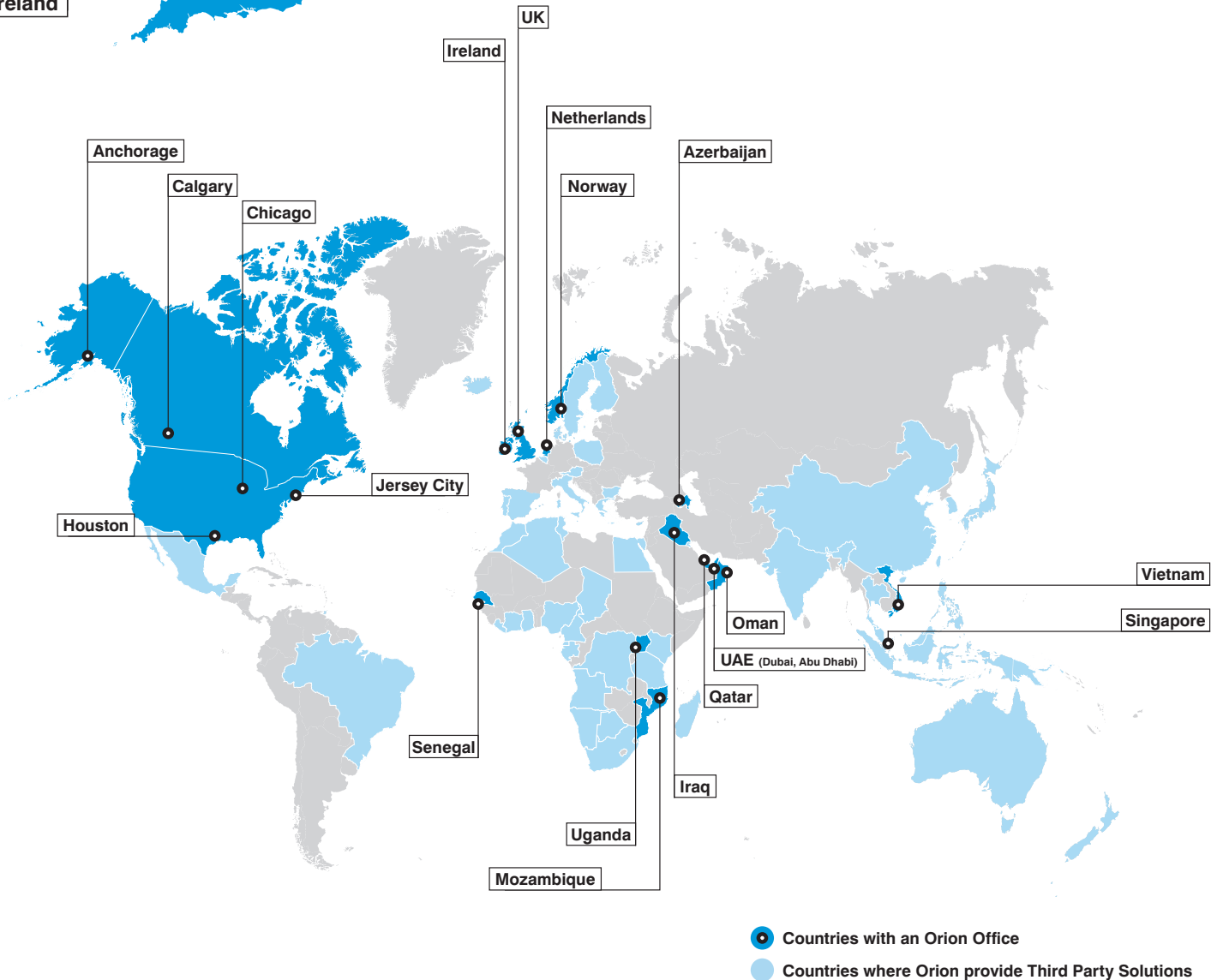
We test our all our Polish-sourced trades personnel at our Gdansk testing centre.



Looking for staff?

If you are looking to fill a permanent or temporary role then drop our team an email or call us today for more information on how the Orion Trade Solutions desk can assist you with your recruitment needs.

Our Locations



Key built environment support details:

Dunfermline

Thomson House
 Pitreavie Court
 Pitreavie Business
 Park, KY11 8UU

+44 1383 840 090

Inverness

Orion House
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 Inverness
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London

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+44 207 405 6300