



# Capability Statement

expertise at work  
recruitment specialists





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## Overview

NRL have been providing recruitment, training, rail maintenance and non-destructive testing services to the technical, engineering and construction industries for over 35 years. This makes us one of the most experienced recruitment businesses in the industry; renowned for our integrity and open approach. NRL provides the people and skills that organisations need in order to perform. We help clients address skill shortages, meet project deadlines, access specialists and work efficiently.

**"We are committed to our clients' success, that's why they can depend on our expertise at work"**

**Ben, NRL**

NRL has a track record of working together with others to deliver solutions to meet our clients' needs. We work as your "partner", focusing on how our performance helps you to achieve your business objectives as well as applying metrics to assess the quality of our service provision.

NRL operate in the following sectors:

- Construction
- Engineering
- Fabrication
- ME&I
- NDT
- Nuclear
- Oil & Gas
- Petrochemical
- Power Generation
- Rail



## Our Values

At NRL we strive to set the industry standard in recruitment services. Our values are built around our clients and contractors, reflecting our passion for enabling them to succeed. When combined these values form a unique way of doing business. We call this 'Nurturing Success'.





## Construction

NRL has been supplying temporary and permanent recruitment services to major capital projects for over 35 years. We have the capability to supply construction workers across the whole of the UK. Our specialist construction resourcing team has provided people and skills for many of the leading construction companies and has an enviable track record of success.

**"NRL supplied a qualified and experienced team of operatives who have worked efficiently on our project"**

**Joerg, Alstom Power Limited**

At NRL we pride ourselves on adding value to our clients' projects, and systematically work towards supporting all of the projects we work on. Our recruitment database currently holds over 275,000 active, permanent and temporary candidates, meaning that we can provide the highest quality of staff.



## ME&I

As one of the first recruitment businesses to specialise in Mechanical, Electrical and Instrumentation recruitment, NRL have been leading this sector of the market for over 35 years. Specialist recruitment requires a responsive, efficient and fully compliant service at all times. From a network of branches which are located across the UK, we can source suitably qualified and experienced workers on a national basis.

**"NRL consistently provide high quality and cost-effective labour solutions, frequently within critical timescales"**

**Steve, Wates Group**

All of our consultants are APSCo trained. We spend time out in the field to gain an understanding of the industries in which we work, and where necessary we can set up a permanent site presence to manage contracts.

NRL were one of the first recruitment businesses to gain ECIA employment business accreditation and we have since enjoyed success on a range of NAECI contracts. Our membership allows us to engage workers on a contract of employment, which reduces administration and employment costs for our clients.

Having managed such contracts, many of our staff are now proven NAECI experts.



## Mining & Minerals

Over the past 35 years NRL have supplied a range of construction and engineering personnel to major mining projects. We work with some of the largest mining and EPC contractors supporting projects from the design phase through construction to commissioning.

**"One of our few outstanding agents - they are a very co-operative and reliable team"**

**Sumiya , JGC Corporation**

Our clients benefit from a well informed expert recruitment partner who can advise them on market rates, skill shortages and other market intelligence that we compile.

Our contractors receive relevant career advice from a consultant who understands their needs and places their best interests at the core of everything they do.



## Nuclear

Our extensive experience in the nuclear sector is built on our long-standing relationship with Sellafield and the Magnox and EDF fleets. With an established track record for consistently supplying suitably qualified and experienced personnel we have built an unrivalled reputation for delivering tailored resourcing solutions.

**"We have always found the service provided to be of the absolute highest standard"**

**Aidan, Tenet Consultants Limited**

With high demand for candidates in the nuclear sector, the prime locations of our branches give us access to a large network of nuclear professionals across the UK.

With our industry knowledge we can work across the full range of resourcing requirements providing the highest quality of staff. From administrators up to director level staff, we have an extensive database of candidates who have specific and specialised nuclear experience. We work to support a variety of our clients' projects from new build to decommissioning. We supply NAECl staff to many sites across the UK.

The NRL nuclear division is ideally positioned to assist with the full spectrum of resourcing in this sector. With a highly trained team of recruitment consultants and a management team with an average of 18 years' experience, our knowledge and experience of the nuclear sector is un-rivalled.





## Oil & Gas

NRL has been a supplier of temporary and permanent engineering personnel to the global Oil & Gas industry for over 35 years. We work with some of the most successful engineering and construction companies and support their activities in the UK.

**"They did an exceptional job securing personnel in a very demanding market with scarce resources"**

**Maurice, Shell Global Solutions**

At NRL all of our consultants operate within a specialist discipline. This gives us the ability to understand the market and offer a proactive consultancy service to our clients.

We have implemented many successful recruitment campaigns on behalf of our clients. Our expertise extends across all project phases.



## Petrochemical

NRL's success in the Petrochemical sector is built on our long-standing relationships with leading contractors in the design, construction and operation of petrochemical plants. With a proven track record for supplying suitably qualified and experienced personnel. NRL have built up a reputation for delivering efficient and reliable recruitment solutions.

**"I found the team to be professional, providing a quality service covering a multitude of skill sets"**

**Phill, KBR**

We are one of the UK's leading petrochemical recruitment companies. Enjoying over 35 years' experience, we are well placed to assist with the full spectrum of resourcing requirements in this sector.

With our industry knowledge we can work across the full range of resourcing requirements providing the highest quality of staff. We have an extensive database of candidates who have specific and specialised experience and we work to support a variety of our clients' projects from new builds to shutdowns.

As members of ECIA, NRL are approved to provide resources to NAECI nominated projects and have extensive experience in this area.



## Power Generation

NRL has been supplying temporary and permanent recruitment services to major capital projects for over 35 years. We have the capability to supply power generation workers across the whole of the UK. At NRL we pride ourselves on adding value to our clients' projects, and systematically work towards supporting all of the projects we work on.

**"I have found them to be reliable, flexible and professional in carrying out their duties in what is sometimes a very tight timescale"**

**Steve, Amec UK Limited**

As one of the UK's leaders in power generation recruitment we are ideally positioned to assist with the full spectrum of resourcing in this sector. We work as a team to ensure a flexible and reliable service to give our clients peace of mind when working with us.

We have preferred or sole supplier status with the majority of our clients, many of whom have used our services for over 35 years. Our company values are appreciated by our clients and are integral to our long term approach to become their resourcing partner of choice.



## Rail

NRL is a flexible and dynamic specialist in the provision of a managed service with extensive experience in the rail sector. We specialise in Grinding, Signalling, S&C Inspection, Ultrasonic Inspection, Welding and Training.

**"NRL's hand grinding service allows us to deliver our track treatment fleet and reduce rolling contact fatigue nationally"**

**Monica, Network Rail**

NRL has an excellent reputation as a flexible and dynamic specialist in the provision of managed services. We provide the people and skills that organisations need in order to perform, helping our clients to: address skill shortages; meet project deadlines; access specialists and work efficiently.

We are committed to upholding professional standards and acting responsibly in everything we do. Prior to conducting activities our experienced personnel conduct thorough risk assessments to reduce and mitigate concerns regarding quality, health, safety and the environment. Our main goal is to maintain secure working environments with zero accidents/incidents.



## Dedicated Recruitment Specialists

NRL have been recruiting technical and construction candidates for roles across a wide range of sectors, grades and disciplines for over 35 years.

**"We have dedicated account managers who are specialists in their sectors and disciplines providing our clients with the most suitable candidates for each role"**

**Emma, NRL**

Our experienced recruitment consultants place over 3,400 contractors annually which they source from our international database of over 275,000 candidates.

Our clients can be sure that they will be provided with their own dedicated account managers, who, as specialists in their sectors and disciplines, will take the time to understand your specific requirements and only provide you with the most suitable candidates for your project.

Our candidates can be assured that we offer a personal service with total accountability; advising them of upcoming assignments and proactively representing them to further their career progression.

We understand that our candidates are our ambassadors and we go to great lengths to ensure that they are well looked after. This enables us to represent them on an ongoing basis, helping us to promote worker retention and minimise disruption to client projects.



## Project Teams

As well as providing individual account managers for project assignments we can also implement complete project teams for large-scale developments and operations. Lots of our clients take advantage of this approach as it allows them to make cost savings and delivers considerable efficiencies over a conventional multi-vendor strategy.

Our dedicated recruitment specialists and project teams deliver:

- Accommodation for personnel
- Fully compliant tax and payroll advice
- Local recruitment consultancy
- Meet and greet at project location
- On-site transportation
- PPE and equipment provisions
- Project workforce retention and loyalty strategies
- Risk assessment and security support services
- Visa and work permit support



## Candidate Search & Shortlisting

NRL's client-led approach and stringent hiring process ensures that our candidates are thoroughly vetted, providing our clients with an efficient and cost effective service.

### Stage 1: Understanding your requirements

Where possible we look to meet with you face-to-face to build a firm foundation for the hiring process. We then work with your hiring managers to fully understand the personality required, job specification and the culture of your business.

### Stage 2: Candidate search & shortlisting

NRL have an in-house marketing team who can design bespoke advertising and promotional materials to be delivered through digital and social media alongside more traditional press and networking channels to find the best candidates available. With a database of over 275,000 skilled and professional candidates, as well as a wider network of passive candidates, NRL are well placed to source the right person for the job.

Our consultants conduct a rigorous search for candidates with the relevant technical skills and personality. They confirm that all short-listed candidates understand the requirements of the role and the culture of your business before a submission is made.

### Stage 3: Interview process

Throughout the interview process we communicate with all parties to generate feedback in order to clarify that everyone is working towards the same outcome.

### Stage 4: Offer Management

We make sure that the offer management process follows best practice by providing a consultative service to both clients and candidates.



## Recruitment Process Solutions

Our goal is not solely to fill a role but to develop careers and focus on how individuals can add value to an organisation. Our priority is to understand the specific requirements for each role and for every candidate that we represent.

**"We work closely with both our clients and candidates and operate a 'culture fit' policy for both parties"**

Graham, NRL

### Recruitment Process Outsourcing

We provide services in what is known in the industry as the Recruitment Process Outsourcing (RPO) market. We tailor our services to reflect the needs and requirements of our clients and can recruit for anything from a large scale workforce to specialist niche assignments.

### Inourced Recruitment Solutions

NRL can work as partners with our client organisations; providing services as an embedded supplier within the company. For our clients this means that we act as an extension of the hiring team, ensuring that we only arrange introductions for candidates that are a strong fit for the role.

### Vendor Managed Services

Through creating recruitment partnerships and engaging tiered suppliers, we specialise in procuring and managing agency labour. Our service is individually tailored to help our clients to significantly reduce their costs and improve on the service provided by their suppliers. To achieve this we standardise agency rates and service legal agreements, as well as streamlining administration and providing comprehensive management information.





## Why Choose NRL?

We work with some of the world's most successful companies and support their activities both in the UK and internationally.

### Specialist Experience

NRL were established in 1983 and have built an exceptional reputation as a leading engineering and technical recruitment business operating within a wide variety of sectors.

### Diversity of supply capability

The breadth and depth of our recruitment knowledge ensures that we are perfectly positioned to source the right candidates for the role as we can source from a variety of markets to fit your need.

### National capabilities

Our office locations allow us to service clients' projects throughout the UK. Our staff regularly visit our clients' sites to ensure that all of their requirements are fulfilled.

### Quality of recruitment staff

Our strength is our people, who are represented by over 110 operational staff, and a management team that has an average of 18 years' experience. The quality and quantity of our recruitment staff ensures a thorough and top of the range service.

### Creativity, innovation and technology

NRL is constantly looking to innovate and provide a fully tailored service to our clients and candidates.

### Personal service and account management

We are renowned for our integrity, openness and for putting the needs of our clients at the core of everything that we do. We listen to your feedback and respond effectively, ensuring that we deliver a tailored solution to fit your needs.



## Dedicated to high quality service

### Accreditation

We are accredited by the following:

		
		

## Awards

We have been awarded the following:

			
			

**Barnsley**

2 Norman Court, Albion Road, Carlton Industrial Estate, Barnsley, South Yorkshire, S71 3HW

**T:** 44 (1226) 444 650

**Falkirk**

In House, Callendar Boulevard, Callendar Business Park, Falkirk, FK1 1XR

**T:** 44 (1324) 625 227

**Grangemouth**

7 Grange Court, Earl Gate Business Park, Grangemouth, FK3 8ZF

**T:** 44 (1324) 625 231

**Sunderland**

First Floor, 5 Crown Road, Quay West Business Park, Sunderland, SR5 2AS

**T:** 44 (191) 415 3300

**Wigan (Recruitment Office)**

Building 5, Glasshouse Business Park, Wigan, Lancashire, WN3 6GL

**T:** 44 (1942) 323 277

**Egremont**

The Old Lodge, Main Street, Egremont, Cumbria, CA22 2DB

**T:** 44 (1946) 820 002

**Glasgow**

Suite 6/3, Queens House, 19 St Vincent Place, G1 2DT

**T:** 44 (141) 221 7715

**Heysham**

North Quay Offices, Heysham Port, Heysham, Lancashire, LA3 2XF

**T:** 44 (1524) 865 555

**Wigan (Support Office)**

Building 5, Glasshouse Business Park, Wigan, Lancashire, WN3 6GL

**T:** 44 (1942) 614 650

**Woking**

3rd Floor, Goldvale House, 27-41 Church Street West, Woking, GU21 6DH

**T:** 44 (1483) 302 133



For more information, please contact NRL:

E: [enquiries@nrl.co.uk](mailto:enquiries@nrl.co.uk)

W: [nrl.co.uk](http://nrl.co.uk)

And follow NRL on social media:

 NRL

 @NRLRecruitment

 NRL