



Shell

Location: Various
Service: Recruitment Summit

Sector: Utilities
Recruitment Need: Various

The Client

Shell is a global organisation operating in more than 140 countries worldwide and employing more than 100,000 people. Shell has partnered with Global Career Company since 2003 to recruit highly talented individuals for their operations across Africa and Asia.

The Challenge

As a result of regional expansion in both Africa and Asia Shell had ongoing requirements for their Upstream operations and looked to source highly talented Petrotechs for projects across each region. There was also a need to increase hires across their Downstream business where they were looking for outstanding graduates to enrol into their fast track management programme. With such a strong international brand the challenge for Shell was not attracting candidates but understanding where to spend their recruitment budget and how best to target their recruitment effort.

The Solution

In partnership with Global Career Company, Shell attended consecutive Careers in Africa and Careers in Asia Recruitment Summits in the UK and US between 2003 and 2008. These Summits gave Shell the opportunity to interview candidates from various disciplines who had gained international experience in Europe and North America and were interested in developing their career with a leading employer in their home country.

In addition to Summit participation, Global Career Company also designed and managed bespoke recruitment events for Shell in the key Oil and Gas locations of Calgary in Canada and Aberdeen in Scotland. GCC designed and managed all logistical elements of each event, developing a targeted attraction campaign and taking control of all response management including pre-screening all applicants against specific job descriptions and personal profiles.

The Result

Over five years Global Career Company recruited more than 200 graduates and professionals for Shell. Positions recruited for have included:

Upstream

- Production Technologists
- Production Seismic Interpreters
- Reservoir Engineers
- Graduate Legal Advisors

Downstream

- Field Based Account Manager (FBAM)
- Business Improvement Manager
- Financial Analyst
- Regional Functional Finance Manager
- Projects Engineering Manager
- Distribution Management Trainee
- Retail Construction Engineer
- Operations Assistant
- Logistics Manager

These recruitment initiatives have proved to be highly successful for Shell, offering a great opportunity to develop their human capital as well as strengthen their employer brand amongst a valuable pool of internationally based candidates.

