



Work for us



The leading energy, technology and consulting recruiter

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Working at Quanta

Working at Quanta Consulting gives you the opportunity to pursue an extremely rewarding career, allowing you to make a real difference in the recruitment of senior and highly qualified candidates within the Energy, Technology and Consulting sectors.

Our employees are extremely motivated and passionate about what we do and endeavor to offer the best possible advice and recruitment services to our reputable clients.

In return we offer great benefits, as well as the prospect to grow and develop as a professional, with the inclusion of many training opportunities. We look to our Consultants to continually increase their expertise and become the most knowledgeable in their field.

We are also following an ambitious strategic growth plan that will help our organisation extend its reach and make a difference within the sector.

Working with us will therefore allow you to be a part of a thriving and growing recruitment company that will help you broaden your prospects for your professional ambitions.

We are proud of being a company that cares about their team and we are fully aware that we need happy people to achieve our mutual success and vision.

If you are looking for a career that will always inspire, develop and challenge you then you will love being part of our team. We are always looking for talented people and we can offer you plenty of variety and development, as well as the chance to get involved with ambitious growth project. Are you ready for the challenge?

We look forward to working with you.

Warm regards

Quanta Team



Our business

Quanta are a bespoke search agency with expert teams working across multiple specialist sectors including energy, technology and consulting.

We develop and maintain close and trusting relationships with our candidates from Associate to Partner level. We recognize the formula that drives the best candidates to move (or to stay) at any stage within their career.



Recruitment Services

Technical contractor / consulting

The identification, mobilization and support of technical consultants assigned to major oil and gas projects worldwide. Global mobilization services

Tax and payroll, immigration, transport, health, security, accommodation and ongoing after care.

Competency assessments

Competency assessments are completed for technical personnel upon client request.

Project teams

Fully equipped, end to end, multi-disciplined teams for major oil and gas projects, sent globally on demand.

Search assignments

Bespoke retained recruitment campaigns for permanent staff needs at all levels.

Contingency recruitment

Experienced recruitment experts assigned into client organisations from large scale recruitment programs to individual targeted roles

Repatriation Services

A managed campaign and service repatriating nationals back to their country of origin, helping reduce the need for expensive EXPAT Consultants.

Reference checks

All candidates are required to provide references and qualifications are checked to ensure all information provided in resumes is accurate upon client request.

Our corporate values

Quanta Honesty and integrity

We strive to show transparency in everything we do. We believe that being honest and straightforward creates the best business platform in which to operate. We have strong internal procedures in place to monitor our consultant's practices and our reputation is the most important factor in Quanta's success.

Reliability

We believe a reputation is built on being reliable. We don't over promise clients and candidates and deliver on what we set out to do. At Quanta the nature of our business means we have a dual focus – on the needs of both our clients and candidates. We have high expectations of our role and believe that being reliable, honest and professional allows the formation of lasting business relationships.

Innovation

The market and environment we recruit within are constantly changing and that means that we as a business must adapt. We strive to think of innovative ways of providing solutions to many

of our client's problems. Quanta's consultants are constantly pushing the boundaries in finding solutions to our client's needs of attracting and retaining talent.

Ambition

Quanta continues to develop as a business and believe that our ambition only benefits both our clients and candidates. Quanta strives to be the best within the industry and continue to raise standards in both the delivery of contract and permanent staff. We feel this is reflected internally with the level, attributes and ability of staff we hire.

Quality of service

Quanta's dedication to quality is what sets us apart from our competitors. Quanta prides itself on the levels of service we give to clients and candidates at all stages of the hiring process. From initial induction to aftercare and contractor welfare, we believe that the level of service is at the core of our business ethos.

Vision and approach

Growth strategy

Quanta follows an ambitious Grow Strategy Plan which is based on our 'bespoke style' of doing recruitment. We are mainly project delivery focused and – thanks to the success of this approach – we work exclusively for most of our key clients.

Working globally

Quanta Consulting has far reaching capabilities with contractors working in many continents on a variety of onshore and offshore projects. We understand the difficulty in moving a work force and have experienced internal staff to deal with payroll, visa, security and travel arrangements. Therefore, we understand the challenges many of our clients face working in dangerous and difficult environments. This is not only in finding staff, but also attracting, mobilizing and retaining that talent.

Moreover, due to our increase of our workload in North, Central and South America, Quanta opened new offices in Houston in May 2014 and we are about to do the same in Singapore in Q1/Q2 2015.

Engage, initiate & deliver

Providing bespoke recruitment solutions, we take an integrated approach to accurately match the skills and experience of our candidates to our client's vacancies and project roles.

Project delivery approach

We can offer a full 360 degree delivery on international projects. Providing bespoke recruitment solutions, we take an integrated approach. Quanta is highly results and delivery driven. Our 'modus operandi' instills a sense of urgency and desire to deliver key objectives with a proactive approach to our clients and candidates development. Moreover, our Strategic Thinking plays a pivotal role in the managing style of our projects - from inception to implementation, delivery and review. Extremely client focused and resourceful, Quanta ensures all activities centre on effective delivery with the highest levels of client and candidate satisfaction.

Some project examples

Energy

A well known oil and gas drilling contractor engaged us to crew up from scratch a 5th Gen Drillship operation in East Africa for a new exploration well campaign for a JV between an NOC and Oil & Gas major.

This firstly involved identifying and placing a resident Group Operations Manager at the top followed by a team of rotational onshore and offshore personnel that included Captains, Maintenance Sups, Subsea Managers, Toolpushers, Drillers, Crane Operators, Medics etc all the way down to the cook. We additionally liaised with the NOC in terms of them wanting to place their own nationals for the some of the offshore roles.

Our research team, coupled with our extensive database, had already mapped the majority of these candidates in place and additionally one of our consultants flew out to meet with the Group Operations manager and crew coordinator to help coordinate the onboarding strategy of all technical staff. Quanta delivered the project successfully within the required timescale.

Consulting

We were assigned by one of the Big 4 to set up a FS strategy team in their London office. This had been precipitated by Quanta identifying a Partner level candidate who we felt could add commercial value to their business. The project completion time scale was six months and required an extensive understanding of what client origination the partner and the rest of the team could realistically

deliver. Quanta carried out psychometric profiling, extensive interviewing and helped with the on boarding process. We put a consultant onsite for two days a week who liaised with the key decision makers and helped organized the interviews from associate to partner level. Quanta was successful in delivering the team on time and in budget.

Technology

We were approached by a growing retail business who had decided to move their IT functions in-house; forming one team to service all of their sites. After first placing an experienced IT Director with project management experience from our immediate network, we worked with him and the business stakeholders to build their technical and network support team consisting of a Systems Administrator, a part-time Network Technician and an IT Support Technician.

They were so happy with their in-house team they decided to build their own development and online marketing departments. Quanta successfully placed a lead Developer (specialising in Web with extensive eCommerce experience), a cross-platform Mobile Developer, a Content Strategist/ SEO Specialist and a Paid Search (PPC) Manager with-in the client budget.

Quanta were able to complete each project in less than 6 weeks.

We are now currently working with the client to hire a Chief Information Security Officer (CISO) for their goal of achieving good ISO 27001 compliance as they continue to grow.

Areas of recruitment

Energy

Quanta Consulting specialise in delivering work force solutions to the global energy sector. We are working with some select and highly regarded Operators, Energy Utilities, Oilfield Services, EPCs, Project Financiers, Renewable Developers, and Engineering companies on a global scale. For projects onshore and offshore we can offer a full 360 degree bespoke recruitment programme. From initial conceptual PRE-FEED design phase to Decommissioning, Quanta has worked on some of the world's leading energy projects. From one-off assignments to multiple team hires Quanta has a successful track record of delivery.

We have a comprehensive database, coupled with a forged network of energy professionals, that make us proud to have the capability to rapidly deliver and mobilize entire teams to any location in the world.

We work closely with highly reputable international energy clients focusing on disciplines including:

Subsea

Well Operations, FEED/Conceptual Design, Integrity Management, Production, Maintenance, Drilling, Engineering, Completion & Well Engineering.

Subsurface

Geology, Geophysics, Drilling, Reservoir Engineering, Petroleum Engineering, Petrophysics, Subsurface Management.

Topside general/Technical

Mechanical Design, Electrical Control & Instrumentation, Health, Safety, Environment & Quality, Process Engineering, Pipeline Engineering, Risk & Compliance, Construction, Fabrication & Installation.

Downstream

Refining, Process engineering & Petrochemical, Fabrication & Construction, Commodities Trading.

Renewables

Wind/Solar/Tidal, Energy from Waste (EfW), Clean Technology, Carbon Capture Storage (CCS), Hydro Power, Biomass/Fuel.

Corporate Services

Finance, HR, Supply chain and procurement, Legal, Sales and business development

Consulting

Quanta The Quanta Strategy Practice serves a range of clients across Europe, Asia, and The Americas.

Our team of consultants work across multiple industry verticals and horizontal expertise in order to mobilise entire teams or specific individuals.

We have a proven track record of success for top level Partner mandates and we work with all candidates from Associate level and above.

Clients include:

Big 4, Strategy Houses, Advisory Firms, Technology Consulting Services Companies, Independent Consulting Businesses, Specialist Boutiques, Digital Agencies and In-House Corporate Development Teams

Industry Verticals include:

- Energy & Resources - Financial Services – Healthcare & Life Science - Technology, Media, Telecoms - Digital - Consumer & Retail - Public & Private Sector - Transport & Automotive

Functional Expertise includes:

Deal Strategy, Business Strategy, Operations Strategy, Digital Strategy, Engagement Management, In-house Corporate Development, M&A, Restructuring, Business Modelling, Financial Modelling, Economic Advisory, Scenario Analysis, Marketing Analytics, E-Commerce Implementation, Technology Implementation, Change & Transformation etc

Technology

Areas of recruitment:

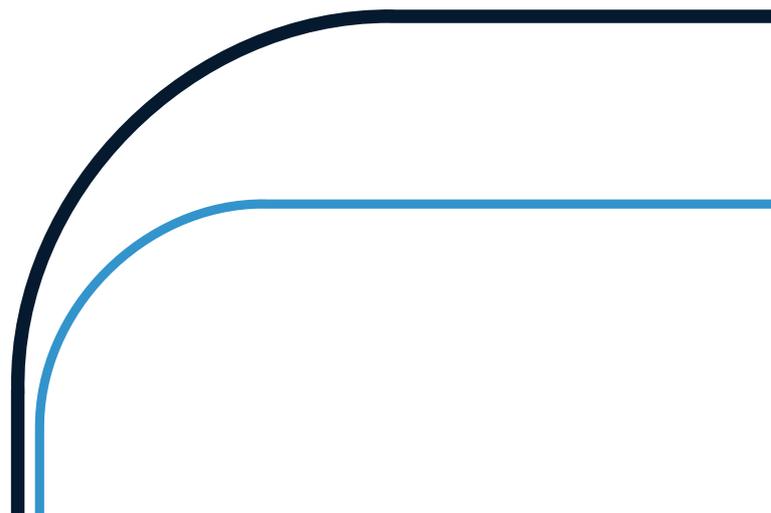
From start-ups, SMEs and multinational organisations we have the capability, experience and reputation to deliver.

We are at the forefront of latest technology markets and trends. Our team of consultants work across multiple industry verticals and horizontal expertise in order to mobilise entire teams or specific technology individuals.

The Quanta team partners with the world's leading companies to accurately identify the foremost IT talent.

We specialise in helping companies attract, develop, and retain the best technology professionals. Quanta deliver talent for contract, permanent and project-based roles across the entire technology spectrum including:

- Software Developers (PHP, Java, Alfresco, C++, C#, .net, Drupal) - Project Managers and Business Analysts - IT Architects - Mobile and Web Developers/Designers - QAs and Testers - RDBMS (SQLServer, Oracle, Sybase) - Infrastructure/Networking/Help desk - Online marketing (SEO / PPC)



Organisation

Quanta is proud of being a flat organisation as we truly believe in our team and empowering them. Flat organisational structures feature less layers of management and give employees more independence in the development of their jobs. We expect that our employees take responsibility and the initiative in regards to their daily routines and tasks without us ceasing to provide any support that may need.

Being flat does not mean that we do not offer career development opportunities as we actually guarantee granting promotions based on performance, attitude and productivity.

The main benefits of our organisational structure are:

1. Adaptability and flexibility
2. Collaboration and ease of communication
3. Innovation and creativity

Adaptability and flexibility

Employees and work groups in flat organisations tend to be more adaptable in changing or unique circumstances due to their smaller hierarchies and lack of bureaucracy.

Collaboration and communication

As employees are on a level playing field, more responsibility is placed upon each individual, creating a situation where innovative, collaborative self-starters excel and passive followers lag behind.

Innovation and creativity

Ideas come from a wider range of sources in a flat organisational structure than in companies with many layers of management. By giving everyone in the company an equal voice in submitting new ideas and feedback on operational processes, products, services, business models and company policies, we can discover new ideas that to competitive success.

Organisational Chart



Leadership team



Managing Director

Dan Giles

"The key to successful leadership today is empowerment and participation, not authority. You need to listen and understand to you team in order to give them the tools that they need to achieve their goals".



Client Director

Michael Round

"Our people are the key differentiator of Quanta in the Market. We look for the best fit in a company where human values and professionalism are both mandatory"



Operations Director

Mark Nowland

"The cost of success is better considered as an investment which renders dividends over time, and of course the most important investment of any company is the one made on the people that work for them"



Research Director

Fayna Laforet

"The source of our success is based on the DNA of our team: our employees are the heart and soul of Quanta. Their effort and talent are the key to our success"

Our HR principles

Respect for all the members of our team

Our employees are the organisation's greatest asset, and each member of this family is treated with respect, fairness and consistency.

Strong teamwork spirit

Our employees work together as supportive partners and teammates. Teamwork is encouraged in a environment of understanding and trust.

Individual professional development

Quanta supports the continual improvement of our employees, helping them to hone their skills and professional capabilities. Individual training needs are assessed and performance is evaluated. We are proud of encouraging the long-term growth of each employee. We arrange training sessions and conference attendance.

Performance appraisals

Thanks to our 360° performance appraisal approach we are able to see if there has been any positive change in performance at either the organisational or individual level. Performance appraisals allow us for the measurement of the individual performance of employees and/or teams. This in turn allows for compensation to be provided to these deserving employees and/or teams, which shows reciprocation in commitment from Quanta for the commitment shown to the organisation by our employees.

Compensation based on performance

Our performance-related pay approach ensures that the effort and hard work of our team is properly compensated (financial rewards) and recognised (non-financial rewards). In addition, our compensation methods provide a fair level of standardisation in employee evaluation, which reduces fears of favoritism and makes our expectations clear.

Excellence through diversity

Diversity of gender, ethnicity, race, ability, religion, sexual orientation, age etc are crucial components in the pursuit of excellence of our team.

Empowerment

Through strong leadership, effective delegation and involvement in planning and decision-making, our employees take full responsibility for their work within a clearly defined framework of standards and responsibilities.

Transparency & open communication

We are transparent with our team and encourage open communication in our offices. We think that this is the best way to address the employees need to feel that what they have to say has value for the rest of the organisation.

Work-life balance

We are proud of being a company in which our employees can find a suitable balance between

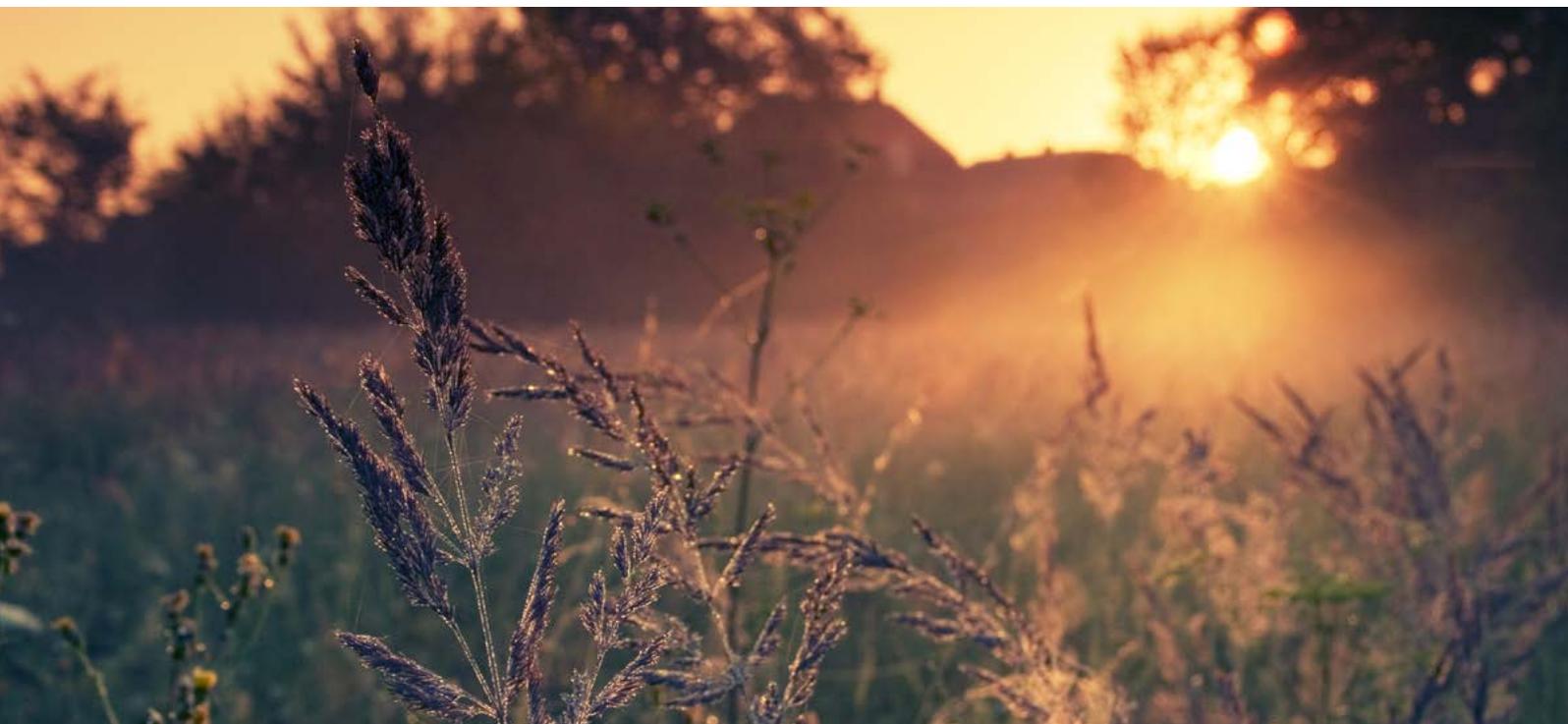
work and daily living or family responsibilities thanks to our flexibility and our work-life balance programs.

Putting people first for organization success

Quanta is proud to have the capability to ensure that our employees feel that they are the most important asset. In our sector everything is about people, networking and human relationships. Therefore we start building relationships internally, as this is the best foundation to build successful external relationships.

Work environment

Thanks to the above HR principles and best practices we have built a very good and healthy environment in which work becomes meaningful because the employees know that their contribution and hard work affects the whole organisations goals and projects.



Role of a consultant

As a consultant, you are responsible for attracting candidates and matching them to temporary or permanent positions with client mandates. You will closely work with clients and build relationships in order to gain a better understanding of their recruitment needs and requirements.

You will either work in collaboration with the research team or be assigned your own individual researcher. The role will primarily focus on growing your desk, working with existing clients given to you, bringing on new clients within your vertical(s) and potentially growing a team where appropriate.

Recruitment consultants source and attract candidates by utilising our vast database, designing and advertising job specs through a wide range of media, networking, headhunting and referrals. They screen candidates, interview them, do background checks and finally match them technically and culturally to our clients. Consultants also provide advice to both clients and candidates on salary levels, training requirements and career opportunities.

Workplace & environment

New employees who enter into our busy and friendly work environment are introduced to the all departments and teams. Moreover, we also organise social events in order to build good relationships within our team.

In order to promote business networking our consultants need to meet clients and candidates – both on and off site – in order to ensure they understand the needs of both parties properly and therefore ensure our quality of our service. In addition, we are also proud of encouraging and supporting the attendance of webinars, seminars and conferences related with the verticals and expertise of our consultants. To be up-to-date in our sector is a must.

Working Schedule

Your working schedule will be from Monday to Thursday 8.30/9.00am – 6.00/6.30pm and Fridays 9.00am – 4.00 pm with one hour for lunchtime.

It is relevant to note that there is schedule adaptability thanks to our work-life balance programs.

Your responsibilities

A consultants role is demanding and diverse and involves:

- Developing a good understanding of our verticals and the sectors in which recruit
- Client meetings in the UK and other international locations
- Account management and business development
- Contributing to Quanta's online and social media presence
- Attending networking events and conferences in the UK and overseas
- Requesting references and checking the suitability of applicants before submitting their details
- Business leads generated: using business development, marketing techniques and networking in order to attract business from candidates and contacts
- Using candidate databases to match the right person to the client's vacancy; negotiating pay and salary rates and finalising arrangements between clients and candidates
- Offering advice to both clients and candidates on pay rates, training and career progression
- Working towards and exceeding targets that may relate to the number of candidates placed, a monetary value to be billed or business leads generated
- Reviewing recruitment policies to ensure effectiveness of selection techniques and recruitment programmes

Role of a researcher

The Research Team constitutes an intelligent multi-lingual team. They are composed of permanent members of the Quanta Team, international students undertaking company placements with us and experienced postgraduates on our research training programme. Students and postgraduates are taken on with the hope that they will become full time after graduation / completion of the training programme.

The role

As a Researcher, your role will be based on supporting the principal Recruitment Consultant with certain tasks. In this sense, a Researcher is an intern who works with our main Recruiters to identify target candidate populations and professionals meeting the desired criteria. Therefore, researching, of course, is your main duty. However, you will not only research the best candidates for each role, we will also ensure that you develop a proper understanding of the various sectors in which we work within the energy and management consultancy fields.

Workplace

Although the role is mainly desk-based, you will also get the opportunity to meet clients and candidates both on and off site. Moreover, we also organise social events in order to build good relationships within our team.

Working Schedule

Your working schedule will be from Monday to Thursday 9am – 5pm and Fridays 9am – 4pm with one hour for lunchtime. However, we are very flexible on this thanks to our work-life balance programs.

Your responsibilities

A Researcher role is demanding and diverse and involves:

- developing a good understanding of our verticals and the sectors where we recruit
- advertising vacancies appropriately by drafting and placing them in a wide range of media e.g. job boards and social networking sites
- using social media to advertise positions, attract candidates and build relationships with candidates and employers
- using candidate databases and social networks (such as LinkedIn, Facebook & Twitter) to find the right person for the client's vacancy
- receiving and reviewing applications, arranging personal or telephone interviews and creating a shortlist of candidates
- requesting references and checking the suitability of applicants before submitting their details to the relevant recruiter
- briefing the candidate about the responsibilities, salary and benefits of the job in question
- preparing CV's and correspondence to forward to clients in respect of suitable applicants
- organising interviews for candidates as requested by the main recruiter
- informing candidates about the results of their interviews
- generating business leads using business development, marketing techniques and networking in order to attract business from candidates and contacts

Quanta family

We are very pleased that you have joined our team and are sure that you will be able to make a valuable contribution to our company while you gain some excellent professional experience, and have some fun within the Quanta Family



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