Engineers Sourcing

We select Talent

Who We Are

TALENT ACQUISITION SPECIALISTS

We understand your needs and engage directly.

We are a **team of specialized consultants**, with many years of experience in **selecting senior and middle-ranking engineering positions worldwide**. Engineers Sourcing is the support needed for companies.
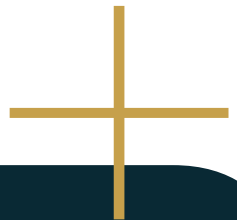
Our team is **expert in the personal and technical competencies required in the industry**, and has the knowledge of the different types and phases of **engineering projects**.
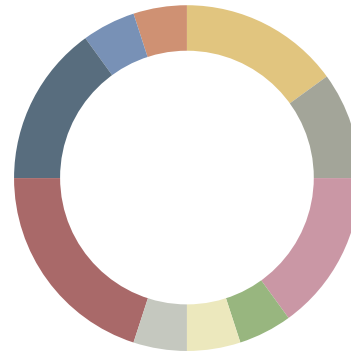
Always making the best choice for our customers.

Why Engineers Sourcing and not others?

At **Engineers Sourcing** we are known for our **speed of response** and our **extensive database of candidates**.
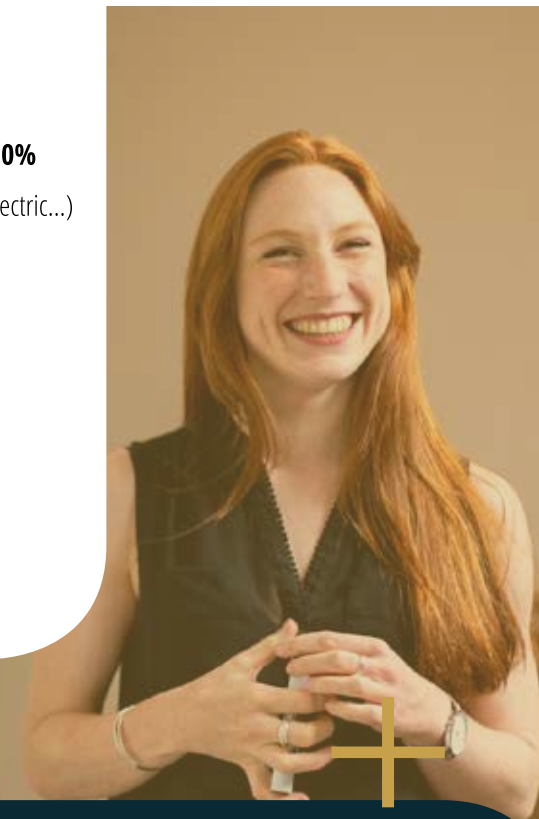
We have more than 3000 CV in our portfolio.

We know which are the most **sought-after engineering profiles on the market** and we **continually select** them, which **allows us to respond to our clients** QUICKLY, EFFICIENTLY and EFFECTIVELY.

Sectors in which we work the most (in%) and, therefore, in which we contribute more experience, and where the projects are.

- **O&G** (CCC, refineries...) - Central Europe / Latin America - **15%**
- **Waters** (desalination, canalization...) - Israel / Australia / China... - **10%**
- **Renewable energies** (photovoltaic, solar, wind, hydraulic, hydroelectric...) - Europe / Latin America - **15%**
- **Automotive** - Europe / United Kingdom / Central Europe - **5%**
- **Naval** - Spain - **5%**
- **Railway** - Saudi Arabia - **5%**
- **IT** - Spain / US - **20%**
- **Telecommunications** - **15%**
- **Aeronautical** - Spain / Europe - **5%**
- **Nuclear** - Europe / Russia - **5%**
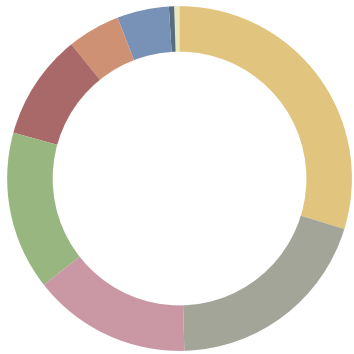
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Who We Are

Most requested profiles

Most popular profiles of the industrial sector and, therefore, which we know best, in this order:

- Business Manager
- Planner
- Construction Manager
- Commissioning
- Project Manager
- Works Manager
- Civil
- Technical Office
- Delineation / Projection... (others)

All of them on various platforms and technologies on the market:

- Microsoft
- Unix
- .NET, JAVA, C/C++ languages
- Market databases
- ERP: SAP, JDEdwards, People Soft

Most requested profiles in IT:

- **Project Leaders – 30%**
- **Consultants – 20%**
- **Functional Analysts – 15%**
- **Analyst Programmers – 15%**
- **Database Administrators – 10%**
- **Network Administrators – 5%**
- **Maintenance Technicians / Operating Systems / Hardware – 4.9%**
- **Help Desk – 0.5%**
- **Specific and punctual profiles required by the client – 0.5%**

Most requested profiles / Recruitment

Recruitment sources:

- Loyal contacts - 50%
- Word of mouth - 30%
- Job portals and common recruitment sources - 20%

Most popular profiles of the telecom sector:

- Programmer
- Server Admin
- Networks / Network Manager
- Databases
- Technical support
- Management Applications
- Security of the information
- Project Manager
- Product Manager

- Pre-Sales Engineer
- Planning and Deployment of Infrastructures (networks)
- Electronic Solutions Design / Communications
- Electronic Design / Planning
- Performance and Ram Criteria
- Project Management Systems deployment

- Analyst Consultant
- Programmer
- Technical Analyst Consultant
- Functional Analyst Consultant
- Junior Consultant
- Senior Consultant
- SAP Consultant
- CRM Consultant

Our market niche / customers:

- Arabic - 30%
- European - 30%
- Latin American - 25%
- Others - 15%

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We work to success

Each candidate is unique

Engineers Sourcing

We do not request
exclusivity in client

ENGINEERING PROFILES

We select high and medium positions, from technical profiles to high-level management profiles.

Specialist Engineers

+ Processes
+ Calcutlists
+ Mounts (Mechanical and Chemical)
+ PEM
+ Civiles
+ El&C
+ Environment
+ Planners
+ Estimators Costs
+ Material controller
+ Offshore

Operation

+ Leading start-up
+ Construction superintendents
+ Supervisors
+ Technical Piping
+ Mechanical Technicians
+ Electrical Technicians
+ Civil Technicians
+ CM
+ Business Development

Designers

+ Pipes
+ Mechanical
+ Civil
+ Electric
+ I&C

Who We Are

2

COMPUTER PROFILES

Programming

+ Junior Programmer
+ Senior Programmer
+ Technical Programmer Analyst
+ Functional Programmer Analyst
+ Professional Programmer Analyst
+ Team Leader
+ Project Manager

Systems

+ Microcomputing Technician
+ Technical
+ Systems
+ System Manager
+ Network Manager
+ Administrator Database
+ System Manage
+ Network Design

Consulting

+ Analyst Consultant
+ Programmer
+ Consultant Technical Analyst
+ Consultant Functional Analyst
+ Consultant JR
+ Consultant SR
+ SAP Consultant
+ CRM Consultant

3

TELECOMMUNICATION PROFILES

Top Profiles

+ Programmer
+ Server Manager
+ Networking / Network Manager
+ Databases
+ Technical Support
+ Management Applications
+ Information Security
+ Project Manager
+ Product Manager

+ Engineer Pre-sales
+ Infrastructure (network) planning and deployment
+ Design Electronic / Communications Solutions
+ Electronic Design / Planning
+ Performance And Criteria Ram
+ Management of the Work System Deployment

+ Analyst Consultant
+ Programmer
+ Consultant Technical Analyst
+ Consultant Functional Analyst
+ Consultant JR
+ SR Consultant
+ SAP Consultant
+ CRM Consultant

Human Capital, your talent friendly hand

Engineers Sourcing

no frontiers

« Nothing we do is more important than hiring and developing people.
At the end of the day,
you bent on people, not strategies. »

Lawrence Bossidy,
COO General Electric

Mission

Vision

Values

Attract Talents

We focus on **seeking**, **attracting** and **valuing the talent** of **executives, middle managers or qualified technical profiles**. We comes your needs to the present, day to day, in an agile and versatile way.

Selection of professionals

Our main objective, to continue to offer **a genuine and versatile methodology**, in the selection of specialists and qualified technical professionals **within the engineering sector**.

Always up to date

A team of **consultants with qualified training**, proven experience and backed by our own customers. **Always on the move**, adapting and updating us in a changing market.

« Loyalty and commitment of the employees

100% customer satisfaction

Being provider class service on each client

Operational excellence: "Growing above the market" »

Services

THE SERVICES WE PROVIDE

Our services are based on current industry needs. Always looking for agile solutions and adapting to the requirements our customers demand.
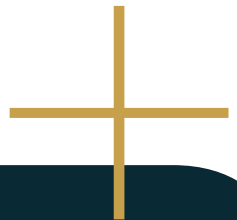
Headhunter - Outplacement - Recruiting

Headhunter

We know the engineering and project industry in all its phases.

Our methodology is genuine and versatile.

4 Results:
+ ROI, return on investment
+ Personal and client interview
+ Selection: Tracking
+ Warranties

3 Finalizing:
+ References
+ Technical and psychological reports

2 Action:
+ Research
+ Search
+ Fonts
+ Interviews
+ Evaluation
+ Candidate submission

1 Process opening:
+ Description Needs: Job-profile-environment
+ Analysis: Advice
+ Planning: Joint with customer
+ Strategy to follow

Our knowledge of the processes and phases of engineering projects, provides a **guarantee of success**. Our job is to offer **talent in its highest state**.

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> Headhunter

Who needs our Headhunter service?

We are targeting both **technical companies seeking talent**, and **highly qualified professionals** who want to be part of our employment network

What sets us apart from the rest?

We work successfully, and this translates into a zero pre-investment. We guarantee you the success of the process, and once it has completed positively **the cost will be very competitive**. **ROI will be backed by the best professionals** as part of your company.

QUALIFIED PROFESSIONALS

- Confidentiality, individualized candidacy, commitment to nominations, advice. We redirect your career, we have the keys to success in the selection process.

TALENT SEEKING COMPANIES

- We adapt to your needs. Our methodology is based on four main points: Description, action, completion and results; which will help you select the right candidates for the job.

Do you need to do without any of your professionals?
We Can Reposition You

Outplacement

Benefits to the company

+ Facilitate the attraction of talent, position itself as a professional development generator.
+ Join the world of collaboration by creating a true contact circle.
+ Provide coherence to policies of sustainability, diversity and equality with people's well-being.
+ Preposition the professional future to economic conflicts.

Benefits for the worker

+ Acquire the ability to efficiently manage the professional career, through expert professionals.
+ Development of the footprint and personal brand. Expand your networking.
+ Reduce the impact on the family and social environment through constant and professional support.
+ Focus on the future, generating the best possible career plan for today and for the next few years.

Outplacement

Industry Features

We offer this service to our customers, and **support professionals who must leave their jobs** due to market circumstances.

A **Length of service**
- Outplacement service is usually six months per candidate.

B **Total cost**
- A very competitive cost for seamless relocation services.

C **What's included**
+ Market-based resume upgrade.
+ Network.
+ Psychological accompaniment.

Recruiting

Best CV for great job offers
Recruiting for offers submission

In **Engineers Sourcing** we accompany the **bidding process**, providing the best candidates in our network, **in order to make our customers succeed** in presenting offers and competitions **and be competitive**. We catch the Know How and put it at your disposal.

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