

# Turnaround Assistance Services

UAE | Saudi Arabia | Kuwait | Qatar | South Africa

2011

## Manpower Supply and Turnaround Assistant Services at TCR

TCR Engineering Consulting FZC based in Dubai, is a division of TCR Engineering Services of India.

Founded in 1973, TCR is a Materials Testing, Engineering Consulting, NDT and Inspection Services Company with offices in USA, India, Kuwait, Saudi Arabia, Malaysia and South Africa. TCR is approved and registered by all major companies including Saudi Aramco, Reliance, Sasol, IOC, BPCL, SEC, SWCC, Petronas, Chevron, Halliburton, Schlumberger, Weatherford, SABIC, SIPCHEM, APPC, PetroRabigh, Lubref and Tasnee.

TCR's Manpower Supply and Turnaround Assistance Services, provides staff augmentation, recruitment and executive search services, where talent meets promise. With our diverse gamut of services, we bring exemplary forte to business across verticals with a core emphasis on quality and inspection.

TCR can rapidly source and deploy a strong and talented QA/QC and NDT manpower for Petrochemical, Power industry, Refineries in GCC, Africa and all over the world on contract basis. In recent times, we have assisted Raysonics, Weatherford, KOC, SABIC in locating experienced manpower to assist in their shutdown. TCR has no ownership ties with operators, contractors or suppliers and therefore can offer a truly independent, best practice service.

Organizations view TCR as a Growth Enabler. We are the conduit to talented people. Our human resource outsourcing solutions enables growth by providing the most important asset to organizations – its people. Since 1973 we have supported several organizations to achieve exponential growth by keeping pace with their talent requirements. Executive Search is our core competency. Our networking within the industry and understanding of the industry vertical enables us to bring to the fore passive, high performing, stable mid and senior QA/QC and Inspection talent.

TCR has supplied qualified personnel on various projects in India, Kazakhstan, Gulf region and South Africa in various disciplines of Metallography, RLA, RBI, API based inspection, as well as in NDT including Radiography, Ultrasonic, Welding, MPI, In-situ Metallography & Positive Material Identification. The inspection personnel have worked on design, fabrication, construction, inspection and erection of Pressure Vessels, Heat Exchangers, Towers, Stacks, Tanks, Plant Pressure Piping, Offshore oil wells and many advanced projects.

TCR has also supplied strong and experienced personnel in areas of Engineering Design, Procurement, Expediting, Project Supervision / Management, Construction Supervision / Management, Inspection, Start-up, Pre-commissioning & Commissioning, Shutdown / Turn around, Operations & Maintenance, Safety and Government Statutory compliance.

### Need for Manpower Outsourcing

From Multinational Conglomerates to MSMEs, every business entity understands the advantages of outsourcing. With ever increasing business demands companies want to stay focused on their core business activity and outsource support services to save time & energy. To remain competitive they want to reduce costs and enhance employee productivity. Manpower Outsourcing achieves these twin objectives.

TCR is a leader in Engineering Manpower Outsourcing services. We provide tailor-made solutions depending on client needs. Be it complete Project based requirement on Turnkey basis, short term requirement for Project Peak Periods, expected / unexpected load or towards the end of project or requirement of specialized manpower or simply the need for third party pay roll services, we have solutions for all.

For each of our team members at TCR, it is a matter of great pride to service varied locations across the world. This keeps us abreast with even the smallest development anywhere, both in terms of job scope and emerging talent. Not to mention, our competitive edge in bringing the best available talent to our clients.

### Major services offered by this division are as follows

- Manpower need for Shutdown Inspection services undertaken
- Manpower supply for doing Advanced NDT Inspection work
- Manpower Supply for doing RBI and Failure Analysis work
- Manpower for Third party inspection service
- Manpower supply for specialized jobs in designing and FEA
- Provision of specialist engineers at all phases of projects including design, procurement, construction, commissioning, operations and maintenance.

### TCR Advantage

We believe that true and consistent quality speaks for itself. Here's how we can effectively partner with an organization like yours, and create true value.

- ❖ **Coherent & Constructive:** We begin with a wholesome discussion, where we imbibe your core values and develop a detailed brief completely tailored to the task at hand.
- ❖ **Insight & Understanding:** Our consultants have experience of a broad spectrum of industries and commercial activities, and draw on our knowledge base to provide a real insight.
- ❖ **Innovative & Evolving:** From people development to skills audits, ability appraisal and psychometric profiling to dedicated assessment centers, to training.
- ❖ **Professional, timely & quality driven:** Small gestures make the biggest difference. We never submit talent to clients without consent of the candidate - respecting his/her confidentiality as paramount. We are also committed to our clients to only present talent that clearly meet the job description and person specification.
- ❖ **Tried & Tested:** We pride ourselves on our success in establishing long-term relationships with candidates and clients. And maintain honesty, confidentiality and a clear line of communication at all times. Having delivered to some of the best EPC and Oil and Gas companies worldwide, we wear this feather with pride.

So as we continue to provide comprehensive solutions for Recruitments, Contractual Staffing, HR Consulting and Training, here's why our clients trust us, and how we create true value for them:

- Avail TCR's extensive Knowledge of Oil and Gas industry. Proven Experience. Over 37 years of experience in material testing, corrosion, failure analysis, RBI and NDT inspection work
- Strong client referrals
- Large Database of highly experienced candidate which include prescreened candidates
- Pan India Presence for Recruitment, Global Reach with worldwide offices
- Cost Saving, Fast and Quality Manpower including Flexibility in Hiring
- Focus of core competencies, No permanent liabilities

### TCR's Professional Supply Categories

An exclusive team of research assistants continuously track and maintain a map of key engineering and QA/QC talent at top-ranking companies. Our most senior and able personnel are in regular touch with the big movers and shakers. So each time you look for a robust contender for a position, we fill you up with an amazing choice of talent. This blends in with our in-depth understanding of the sector and specific cultural fitment with your organization. Finally, we meet each candidate in person and check for cultural and functional fitment.

We provide manpower and turnaround assistance services to the pipeline, oil & gas, electric power generation, petrochemical, pulp & paper, terminal storage, structural fabrication and EPC companies. Our clients rely on TCR for managing their day to day inspection and testing requirements whether rolling out a mechanical integrity program, supporting expansion projects, or providing additional support during routine and emergency plant outages. With our large and diverse group of inspectors and technicians we can ramp up projects quickly no matter where the project exists.

**We are experts in sourcing candidates for EPC and Oil and Gas Companies in the following categories:**

- |   |   |
|---|---|
| API Inspectors including API 653 Tank Inspectors, API510 Pressure Vessel Inspectors and API 570 Piping Inspectors | Civil Inspectors (QA/QC)  |
| ASNT Level III Experts  | E&I Inspectors  |
| Metallurgists including experts in RBI, Failure analysis, RLA   | Design Engineers  |
| Mechanical Engineers  | Machinist (All Type)  |
| Electrical Engineers  | Safety Officers/Engineers   |
| QA/QC Inspectors and Engineers with Static and Rotating Equipment experience                                      | Heat Treatment (PWHT) Technicians                                     |
| NACE Cathodic & Coating Inspectors  | Quantity Surveyor   |
| Civil Engineers   | Corrosion Engineers   |
| NDT Level II Technicians (PCN, ASNT)  | PCN Level II Radiographic Film Interpreter                            |
| ToFD/ Phased Array /IRATA (Rope Access) Technicians   | Process Engineers/Plant Operators Oil & Gas                           |
| Welding Inspection Professionals (CSWIP/AWS/SAP Saudi Aramco Approved)  | Welders, Fitters, Geologist, Air Diver, Accountant and Welder Trainer |
| Painting/Coating Inspection Professionals (NACE/BGas)   | Safety Officers   |
| Auto Ut Inspection Professionals (PCN/CSWIP)  | Chemist, Lab technicians  |
| Lifting Equipment Professionals (Leea)  | Microbiologists   |
| HVAC Mechanical/Mep Electrical Inspectors/Engineers   |   |

**Recruitment Methodology**

We have simplified some of our most complex and varied processes. Not only do they display our systematic approach to work, but also serve as a worthy reference for all our staffing professionals. Once the enquiry generated from the client, it is then send to our India Team. Our team have extensive personal experience of every aspect of oil and gas projects and operations and our team can call upon specialists in that discipline to support both direct and contract staffing exercises. Their involvement can range from advice for a recruitment co-ordinator to the handling of technical assessments and interviews for major staffing activities. And this way Team India not only finds out the preferable matches for the job but do the prescreening work with our specialist. The prescreened candidates are then presented to the client.

**Candidate Short listing Process**

We take our Client’s strict standards very seriously. So a candidate's ability, skills, experiences, work history and suitability are put to test.

**Screening Forms:** Reviewing applications, determining current skill levels

**Personal Interview:** Focus on skill testing, interpersonal skills, experience, training, preferences and suitability

**Job Brief & Orientation:** Signing client’s Non-Disclosure statements & MOU by candidate

**Reference Checks:** Employment history, work performance, punctuality, general work attitude verified, documented and stored



**Permanent and Contract Staffing Process**

We work closely with you to define your requirements for the role, and to understand your environment and culture. We can host open days, manage advert responses, carry out first interview stages, or arrange for you to conduct interviews off-site if required. Thanks to our stringent selection criteria - from skill evaluation, personality assessment, to reference checks and assessment of corporate environment - state-of-the-art technology and continually updated database, we can locate the perfect set of candidates within the closest deadline.

**Contractual Employees Management Process**

Our extensive database of skilled QA/QC professionals and Engineering experts attract highest functional experts. We lease candidates on an assignment or task basis for short and medium term. We undertake salary issuance, mandatory contributions, human resource documentation and record keeping. Depending on experience, temporary job applicants undergo various tests and stringent screening processes before they are assigned to Clients’ offices. You gain from a cost-effective option for project staffing and meeting the increasingly volatile market conditions for your business, while on the employee front, you enjoy a lower drop-off rate, greater operational ease, and as a result, increased productivity. We ensure that our contract employees are happy, supported and motivated at all times, beginning from their very first day at work.

**Candidate Contact:** Regular site visits to make candidates feel valued and appreciated. Include friendly phone contact outside of working hours

**Performance Appraisals:** Conducted quarterly or as agreed - for feedback on contract personnel. Motivates and/or guides/counsels

**Client Quality Feedback:** On service level provided by our staff on a half-yearly basis, striving to lift standards of service delivery



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