

Company Profile

Company Overview

McGregor Consultants, an NRG Group company, is a recognised energy recruitment specialist serving the global oil, gas, and renewable industries.

Established in 2006 by former colleagues and friends Jo McGregor and Angie McGregor, together they bring more than 60 years of experience in the energy sector.

With the support of their dedicated team, they have grown the business from a two-person operation into a global enterprise, specialising in

matching the best-qualified people to high-level oil, gas and renewables posts worldwide.

Our people are our success, and they have been instrumental in the ongoing growth of the business.

Developing trusted relationships with our clients and consultants set us apart from our competitors. We invest time travelling to different countries, meeting our clients face-to-face, getting to know and understand their culture.

It is also how we ensure visibility of forthcoming projects, creating the

opportunity to expertly partner with the best, high-level personnel for individual projects.

Initially specialising in oil and gas roles, McGregors have since broadened their areas of expertise into the renewables sector and have successfully work with clients active in on and offshore wind, solar and hydrogen projects.

Known for being a reliable hub and source of valuable information in the global oil and gas sector, we continue to develop our knowledge in the renewables sector, building relationships as we aim to be a centre of expertise in this arena.

Our Mission

Our goal is for McGregors to be the go-to company for the oil, gas, and renewables personnel, providing a personal and tailored service to our clients.

Our Responsibilities

- > Investing in our people to be the best they can be
- > Supporting our consultants globally – duty of care is paramount to us
- > Actively promoting diversity and inclusion
- > Providing tailored solutions
- > Actively seeking the best professionals who are the best fit for our clients
- > Placing the hard-to-find people
- > Delivering results

Services and Capabilities

- > Upstream & Renewables Personnel
- > Permanent and Day rate Placements
- > Project Teams Domestically & Internationally
- > PAYE / LTD Payrolling
- > Intl. Logistics & Tax Administration
- > Compliance Administration
- > R35 Compliance & Administration
- > GDPR Compliance & Administration

Team McGregor

With more than 25 years of experience, we know that getting the right people on board is crucial to the success of any business. With our extensive knowledge and understanding of the energy industry and impressive contacts both in the UK and internationally, we believe that our team is our most valuable commodity.

Our Team Values

- > **Respect:** While we keep in regular contact with our clients, we understand their time is valuable. Therefore we find the right balance of communication. We are there when you need us.
- > **Principles:** Attention to detail is key for us as we know how important it is to get this right, from contracts to logistics – we look after it all both domestically and globally.
- > **Commitment:** We are committed to looking after your long-term interests from the conception beginning of the project to realisation.
- > **Personality:** People are the core of our business. We understand that personality is just as important as technical ability.

Resources

McGregor commissioned a bespoke database, MAC, to manage the contracts, contacts, and correspondence for all our projects. Our unique database allows for the highly efficient handling of over 1,500 contacts, 350 clients, 3,500 consultants and more than 100 suppliers.

Process

We work on the premise that quality is far more important than quantity and will not inundate our clients with unsuitable candidates. Instead, we take the time to get to know our clients and their culture, understanding their recruitment needs and requirements. Only then do we screen our consultants, ensuring first-class candidates are put forward for positions.

- > Candidate selection
- > Contacting
- > Identified
- > Requirement
- > Sourcing
- > Assessing
- > Submitting
- > Interviewing
- > Offer and Acceptance

Candidate Evaluation Process

Candidate Experience: McGregors select a candidate based on the specific experience required for the role. This search begins through our CV check on our database and direct discussion with the candidate.

Skills and Competencies: Our candidates are reference-checked, ensuring their skill set and competencies marry the detail in their CV's.

Qualifications and Certificates: Degree certificates are required on registering with McGregors. All certification is checked to ensure valid and current, continually looking ahead at renewal dates to ensure no disruption with the operations.

Training and Competence: It is the responsibility of McGregors to ensure that all certifications, required courses etc. are valid. As and when courses are due to be renewed, McGregors have a process to contact the candidate at least one month in advance to ensure the required has been arranged and does not encroach on operational times where possible.

We work on the premise that quality is far more important than quantity and will not inundate our clients with unsuitable candidates.



Global Services

Although we began in a small office in Aberdeen, we by no means restrict ourselves to the North Sea.

McGregor Consultants operate on an international stage and we continue to place talent in positions around the world.



1. Algeria	2. Angola	3. Australia	4. Austria
5. Bangladesh	6. Brazil	7. Cameroon	8. China
9. Cuba	10. Denmark	11. Dubai	12. Egypt
13. Ethiopia	14. Falklands	15. France	16. French Guyana
17. Gabon	18. Germany	19. Greece	20. Greenland
21. Guyana	22. Indonesia	23. Kurdistan	24. Irish Sea
25. Israel	26. Ivory Coast	27. Kenya	28. Libya
29. Malaysia	30. Mauritania	31. Morocco	32. Mozambique
33. Myanmar	34. Namibia	35. New Zealand	36. Nigeria
37. Norway	38. Oman	39. Senegal	40. South Africa
41. Spain	42. Suriname	43. Tunisia	44. Trinidad
45. Tanzania	46. Turkey	47. UK	48. Uganda
49. Ukraine	50. Vietnam		

Our Ethos

Discrimination

McGregor Consultants will ensure that there is no discrimination against any person in relation to their employment.

We will ensure that there is no discrimination in any aspect of recruitment, selection and opportunities for promotion or transfer.

Disability

McGregors has a duty under the Disability Discrimination Act to ensure that an individual is not disadvantaged in employment/recruitment for a reason connected with his/her disability.

We will comply with this duty by making reasonable adjustments to working conditions or to the physical environment where that would help overcome the practical effects of a disability.

Managers/directors will consider whether any reasonable adjustment(s) to the working environment, including premises and equipment, or to working arrangements, could be made to accommodate any specific needs of a disabled employee or job applicant.

Victimisation

McGregors has created a working environment free of bullying, harassment, victimisation and unlawful discrimination, promoting dignity and respect for all and where individual differences and the contributions of all staff are recognised and valued.

We will ensure that an individual is not treated less favourably than colleagues because they have taken action to assert their statutory rights or have assisted a colleague with information in that regard.

Our strength lies in the fact that we offer a genuine and personal service, expertise and extensive knowledge of the global energy industry. We also have a proven ability to handpick the very best qualified people for each vacancy and, above all, we have a great relationship with each client and consultant.



Contact us

Want to know more?

Please contact Jo McGregor, Director,
or Katie McGregor, Marketing
and Development, for any further
information.

e: jo@mcgregorconsultants.com

e: katie@mcgregorconsultants.com