

Energy & Water

Powerful people



It's personal.

caddencrowe.com.au

a subsidiary of the Rubicor Group



CADDEN
CROWE

Generating talent solutions

Cadden Crowe is a force to be reckoned with.
We bypass the global talent shortage by generating innovative staffing solutions for your every need, from senior executive search to project recruitment.

Generation and production - charge up with Cadden Crowe

Many of our staff are passionate in this sector and where our world is heading. We embrace this market at a vertical segmentation and have conducted critical appointment and workforce solutions at generation to retail and all aspects within. This includes capital city, regional and remote recruitment assignments. We have experience in recruiting Power Station Managers, Asset Managers, Project Engineers and Technical staff.

When we say we understand Energy and Water, we do. We are fully charged and ready to go.

Distribution and transmission - we make connections

Think the top talent in this tight, demanding industry is all tied up? We can prove you wrong. Our team is expert in identifying, enticing and securing the best candidates across the globe. With talent in such high demand, results come from those in the know – Cadden Crowe. We work across the globe to source talent and work cooperatively with recruitment affiliations to effectively reach into far markets to meet the needs of clients to find the best talent available. We have experience in recruiting Sub Station Engineers, Protection Engineers, Project Managers, Designers and Technical staff. We remain connected.

Retail and wholesale - the real deal

Our executive search results are unparalleled - from sales and marketing to corporate development, finance and trading. We work for blue chip clients, across Green and Black energy and water based sub-markets. Our consultants find the specialists you need because we understand your business from the inside out.

Senior staff within Cadden Crowe are highly active in delivering solutions from senior executive appointments across General Management, Business Development, Mergers and Acquisitions, Corporate Strategy, Marketing and Sales. Our team have sourced talent to deliver the entire Business Development / Corporate Strategy team at one of Australia's largest Energy Infrastructure companies.

Many of our team are functionally focused with experience specialising in the recruitment of professionals for accounting, commercial, human resources, and OHS&E roles at all levels within the energy/renewables and infrastructure sectors.

Others within Cadden Crowe enjoy the buzz of the regulatory environment and work across legal and accounting firms to identify and source top performers in Energy Trading, including Traders and Analysts and Regulatory Compliance specialists. This extends to sourcing unique specialists within the Environmental Science and Environmental Engineers through to Urban and Town Planners.

Some of our team think they can deal; they focus upon senior sales and marketing executive with extensive experience operating in Energy and Water Markets through to developing the marketing and account and new business teams to grow their revenues and market positioning.

Greenfield and Brownfield projects - our favourite colour range

Cadden Crowe's Energy and Water recruitment experts specialise in large projects. We attract volume recruitment at all levels, executing solutions that are both technical and geographically challenging.

Who we are

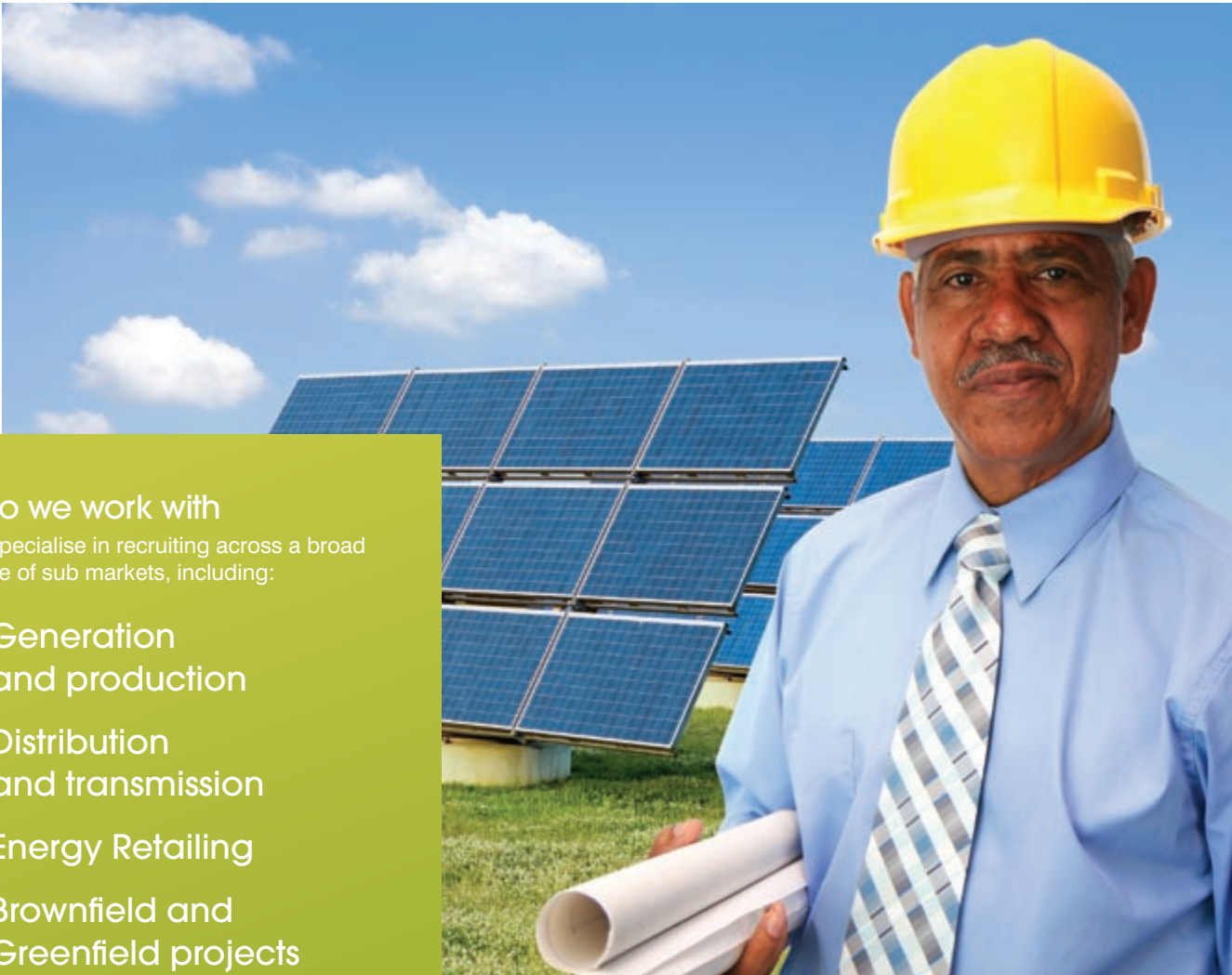
Cadden Crowe is an international recruitment consultancy with offices in Sydney, Newcastle, Brisbane, Melbourne, Perth and the Asia Pacific. Our focus is local but our reach is global. Peerless expertise sets us apart.

We specialise in both executive search and in technical operational roles. We find the highest-calibre candidates – from graduate to senior executive – for clients in mining, heavy manufacturing, infrastructure, construction, energy and water, and transport/logistics. We also assist investment groups in sourcing specialists with energy and water sector experience.

We relish the challenge of bulk recruitment. We have years of experience in capital cities, regional and the remotest locations.

Our database is second-to-none and we bring you key talent from across the globe for even the most difficult-to-fill positions.

Our reputation is such that many candidates contact us. Cadden Crowe was recently acquired by the Rubicor Group, one of Australia's largest and most diverse recruitment and staffing groups.



Who we work with

We specialise in recruiting across a broad range of sub markets, including:

- Generation and production
- Distribution and transmission
- Energy Retailing
- Brownfield and Greenfield projects
- Water Utility Providers
- Consulting & Engineering



Established in 2005, Rubicor represents the best – partnering with such a powerbase puts Cadden Crowe at the cutting edge of search and recruitment.

What we do

We work with you. We bring the world to your doorstep to solve your strategic needs. You want the best to keep your competitive edge. We find those people; scouring the international market to identify the right talent for your team. We are thorough, ethical, and we don't finish until the job is done.

Our values

We have the highest professional ethics and pride ourselves on our integrity. Every decision we make is underpinned by our unshakable ethical code.

We understand customer service and are unflinchingly results-orientated – but we will only support specific companies within the industries we serve. This reduces conflict of interest and allows our staff to be completely focused.

Our expertise sets us apart

We've been solving the toughest challenges in recruiting and placement for over a decade. We partner with you on a day-to-day basis until your problems are solved.

We specialise in professional level recruiting - from operations to engineering through to commercial and regulatory functions.

How we charge up the world's best teams

We gather international intelligence via our research and industry networks, road shows, marketing and advertising. We identify scarce talent in remote and regional areas of the globe, linking them to clients who expect high performance individuals that contribute and generate corporate growth.

From Silicon Valley renewable projects, to UK Power Stations, we can assist, from hot deserts Linking Gas and Water Pipelines in Australia to wave technology in New Zealand. Locating talent is our job, hiring them is yours!

It's personal.

Our approach to solving our clients' challenges focuses on being specialists at what we do, working in targeted sectors and combining this clarity with experience and knowledge.

How we do it

With exceptional research, worldwide intelligence and tightly focused teamwork.

Our state-of-the-art database contains over 100,000 local and international candidates and we continually refine and target more. Our Recruitment Management and Talent Management systems continually pinpoint new, non-active candidates.

We are experts in networking and in maintaining relationships with both clients and talent. With teams of handpicked specialists who understand your industry from the inside out, Cadden Crowe delivers more than you ever thought possible.

Our clients are our benchmark

Our clients in Energy and Water are global and significant, we work together to grow their teams. We are like-minded, results oriented partners, who work to ensure they retain and develop high performing people.

What we offer

The personal approach combined with unparalleled networking and data basing power. Cadden Crowe provides individually tailored contracting solutions and so much more.

Interim Executive Placement

We find the best, wherever they are. What sets us apart is our specialist expertise. Our background checks on

potential candidates are thorough and discrete, and initial approaches are confidential. With Cadden Crowe you tap into over a decade of experience in finding the perfect talent for your field, an unparalleled global network, and a database that is second to none.

Integrated Search Systems

Talent is in high demand and low supply. We find it – by using state-of-the-art database techniques, advertising, networking and tracking down “hidden” talent – those elusive non-active job seekers.

Database Search

Cadden Crowe's database of technical professionals is extensive. Our IT Recruitment Management System and Talent Management Program connect us with the best. Candidates are skills-coded and updated on career opportunities on a regular basis.

Assessment Centres for Bulk Recruitment

Our team is well versed in creating Assessment Centres. These are tailored to requirement and managed by an experienced team of psychologists and HR professionals.

The selection process

Cadden Crowe uses a range of tools to match key candidates to your specific needs. Our processes are contemporary and behaviourally based. We validate behaviours from the first point of contact to post placement follow up.

Psychometric evaluation

We offer a thorough range of services depending on our clients needs.

Contact

Please visit our web site for contact details of all of our offices.

caddencrowe.com.au • 1300 663 575

Sydney Melbourne Brisbane Perth Newcastle Pacific

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