



WQ-S
Recruitment Services Ltd

WQS Recruitment Services Ltd

*An East Africa Joint Venture company
between WRS & Q-Sourcing Servtec*





About QSS Group

Q-Sourcing Servtec Group is East Africa's leading human capital management firm for growth-minded organizations. We offer timely support that enables businesses to transform in a fast-changing world of work by sourcing, assessing, developing and managing the people, systems & technology that enable them to unlock their highest potential.

Every year, since 2006, Q-Sourcing Servtec Group has been developing innovative solutions for hundreds of organizations across East Africa in industries ranging from Construction, Financial Services, Agriculture, ICT, Healthcare, Engineering, Manufacturing, Energy (Oil and Gas), First Moving Consumer Goods, Government and Non-Governmental Organizations providing them with skilled talent while finding meaningful, sustainable employment for thousands of people across a wide range of skills.

VISION:

To be the regional management solutions provider of choice

MISSION:

To provide seamless, client responsive management solutions



INTEGRITY



TEAMWORK



EXCELLENCE



INNOVATION



About WRS Ltd

WRS are an award-winning workforce solutions provider with a highly skilled team to advise, recruit and relocate high quality candidates that have the technical expertise and cultural fit for clients across 6 key sectors. We are highly experienced in identifying, mobilising and managing assignments across the world. Our services are managed by discipline-specific teams in our UK Head Office along with our East Africa, Asia Pacific, Middle East & Americas regional offices. All assignments are managed by our in-house recruitment assignment support, payroll and legal teams.

WRS is an agile business with the ability to ramp our services up, or down, with project demand. We are able support our clients through the recruitment of large numbers of qualified and experienced expatriates. We are a customer-focused organisation dedicated to providing our clients with high quality services and advice, adding value to their businesses and we are a globally-compliant business, accredited to ISO 9001.



Trading since 2001



£55m GBP Turnover in 2021



Full suite of workforce solutions



Compliant options for 150 countries



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**Worldwide Recruitment Solutions Ltd &
Q-Sourcing Servtec**

In 2021, Worldwide Recruitment Solutions Ltd (WRS) & Q Sourcing Servtec (QSS) have registered a joint venture with an established office in Kampala, Uganda. Bringing together the capability of both international companies, offering our full suite of services locally to multiple industry sectors.

The WRS / QSS / Servtec group of companies represented over \$110 million USD turnover in 2021.

Our Ugandan joint venture company, **WQS Recruitment Services Ltd**, will be approved on the National Supplier Database (NSD) with the Petroleum Authority of Uganda (PAU) for the supply of goods, works and services in the oil & gas & mining industries in Uganda.

Further to this, we are offering our joint services across East Africa from QSS offices in:- Tanzania - Dar Es Salaam, Kenya, Nairobi, South Sudan - Juba & Rwanda - Kigali.

Our Capability



Recruitment, Managed Service and Recruitment Process Outsourcing for expatriates & local personnel.



Payroll (including tax compliance).



Global mobility (including visa and work permits).



Provision of integrated Project Management Services for local partner management.



Human Resource management and outsourcing services, including local logistics.



Expatriate management services - work permit processing and support services (including airport pickup, hotel booking, and any support needed locally to get medical care and housing).



National content and training program delivery.

GEOGRAPHICAL

regions of presence



- ✓ International offices on 4 continents / East Africa Regional offices in 6 countries.
- ✓ Global mobility supplier for 2000+ contractors / East Africa Regional logistics support provision for 1500+ contractors.
- ✓ Training & Certification delivered for 2350+ East African personnel.
- ✓ 24/7 international & regional contractor care team supporting all WQS personnel.

Manpower Solutions



Every ambitious business needs to have effective human resource management to accomplish the efficiency and growth they aspire to.

The manpower solutions at QSS Group are designed to make it easy for companies to harness the power of well-managed people to improve productivity & march towards excellence.

- Payroll management.
- Employee supervision.
- Skills management & Training.
- Employee Policy and procedures.
- Induction onboarding and orientation.
- Performance management and evaluation.
- Employee Grievance handling.
- Compliance to legal and statutory requirements Employee self service.
- Employee relationship management.
- Processing Work Permits for expatriates.
- Inventory and Employee file management.

Integrated Projects



Management Solutions



QSS Group IPMS solutions enable organizations to seamlessly foster cross-functional collaboration, manage stakeholder relationships, and implement the processes and tools needed to realize operational excellence.

All our operations are aligned with the National Occupational Safety & Health Act and the OSHA Standard 18001:2015.

- ✓ Plant, machinery & equipment Installation Commissioning & Decommissioning.
- ✓ Equipment & Machinery Maintenance.
- ✓ Warehouse and Store management.
- ✓ Plant & Facilities management.
- ✓ Manufacturing process (Production line / Factory Floor) management.
- ✓ Short notice logistics mobilization.



Training, Assessment & Certification

Through The Assessment and Skilling Center (TASC), we deliver in-demand training, assessment and certification that unlocks local & international opportunities for businesses & individuals.

Using our innovative Mobile Training Unit, TASC delivers solutions across the country irrespective of the infrastructure or logistics requirements. This unit is a fully functional and comprehensive school on wheels - kitted out with all the necessary equipment and capability to deliver a range of training courses and meet the needs of learners.

- ✓ Health & Safety (including fire safety)
- ✓ Welding, Pipework & Fabrication.
- ✓ Engineering : Electricians, Plumbers, Wiremen.
- ✓ First Aid
- ✓ eLearning

Fabrication Services

With many years' experience supporting major players in manufacturing, engineering, Oil & Gas industries, TASC has amassed extensive experience in delivering all types of metal fabrication projects, working different materials. Thanks to international training & certification, our welders have developed a broad range of expertise and operate according to global welding procedures.



American Welding Society





OIL & GAS

WQS Oil & Gas division provides manpower across the onshore & offshore upstream, midstream & downstream sectors.

We work with multiple clients from the operator, EPC and services divisions of these industries.

We supply manpower in project and operations stages from inception to completion. Disciplines and project stages covered include:

- ✓ Pre-FEED & FEED
- ✓ Project controls and discipline engineering support functions
- ✓ Power generation and transmission systems design engineering & construction/installation
- ✓ EPC & EPCIM design & construction
- ✓ Exploration – all phases & disciplines
- ✓ Commissioning, start-up & handover
- ✓ Plant & Field Operations & Maintenance





RENEWABLE ENERGIES

WQS Renewable Energy division covers recruitment of all sources of renewable energy including, Offshore and Onshore Wind, Solar, PV, and Bio Energy.

We have a growing and diverse database of active candidates across this sector, open to new opportunities. We can help you plan, attract, and build the teams needed to deliver your projects to a high standard.

WQS will source candidates and help with project specific requirements across the full energy cycle including:

- ✓ Planning & Design
- ✓ Development & Construction
- ✓ Power generation and transmission systems design engineering & construction/installation.
- ✓ Onshore & Offshore Engineering & Installation
- ✓ Onshore & Offshore Operations & Maintenance
- ✓ Asset management & optimisation
- ✓ Business development and more



RWE



Jera



الرامكو السعودية
Saudi Aramco



SWIRE BLUE OCEAN



COPENHAGEN
OFFSHORE
PARTNERS

Orsted

centrica
energy





MARINE

Offshore operations

WQS Marine division services multiple industry sectors working with Onshore support & management functions and Offshore vessel crewing. We also provide workforce solutions to the freight forwarding & logistics sector.

This includes the following vessel types operating in the Oil & Gas and Renewables industries:

FPSO, FLNG, AHTS, PSV, MPSV, DSV, Pipelaying, Cable laying, Heavy lift, Wind turbine installation, Drill ships, jack ups, barges, accommodation vessels/flotels.

WQS offers the following services:

- ✓ Crew management
- ✓ Technical management
- ✓ Offshore recruitment
- ✓ Onshore recruitment
- ✓ Payroll
- ✓ HR / Compliance service
- ✓ MLC 2006 Certified crewing agency

DEEPOCEAN



Boskalis



Van Oord

subsea 7



TechnipFMC



MCDERMOTT



BW OFFSHORE

SAIPEM





INFORMATION TECHNOLOGY

WQS Technology Division has been placing contract and permanent IT candidates in the technology industry since 2010.

Our consultants have access to a huge network of potential candidates and the means to draw upon a further pool of active and passive candidates through candidate attraction.

We are focused on the recruitment and mobilisation of IT roles and its associated support personnel. We can offer support in search, interview and the on-boarding phase of your recruitment process including, but not limited to the following roles:

- ✓ Big data (data science / engineering, analytics, machine learning)
- ✓ Blockchain
- ✓ Digital transformation (financial services, industry & commerce)
- ✓ Cyber-security (IT & OT)
- ✓ Programming (front end / back end / mobile)
- ✓ IT project management
- ✓ Product management
- ✓ Internet of things (IOT) – architecture, connectivity
- ✓ Enterprise Cloud (virtualisation, security, infrastructure)





COMMODITIES & TRADING

WQS Trading specialises in the resourcing of professionals who have a historical track record for optimising returns on client investments.

Understanding that the talent pools across the industry in the front office are closely tied and each client has their own methodologies for attracting talent, we aim to deliver a range of exclusive and more passive professionals from Traders to Portfolio Managers to suit your required niche.

Front Office

Trading, Operations, Analysts, Business Development

Middle Office

Market Risk, Credit Risk Analysts, Operational Risk (All skill levels)

Back Office

Finance, Legal, Support, C – Suite and Equivalen

Example Supported Roles

- ✓ Middle Distillate Traders/Operators
- ✓ LNG Traders/Operators
- ✓ Petchem Traders/Operatorss
- ✓ Heads of Trading (Petchem/LNG/Middle Distillates)
- ✓ Planning and Sourcing Coordinators
- ✓ Logistics Coordinators
- ✓ Product Control Managers





MINING

WQS Mining division works closely with companies looking to recruit expatriate, third country and domestic mining professionals for both corporate office and site operations.

WQS has a team of industry experienced recruitment professionals that run end-to-end recruitment campaigns from its owned and operated offices for junior, mid-tier and large mining companies.

WQS will source candidates including:

Professionals

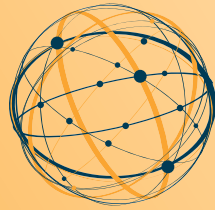
- ✓ General Managers
- ✓ Processing / Metallurgical
- ✓ Engineering & Maintenance
- ✓ Mine Management & Engineering Projects & Construction
- ✓ Finance, HR & Administration
- ✓ Geological
- ✓ Occupational Health & Safety, Environmental Management
- ✓ Supply & Logistics

Skills Trades

- ✓ Mechanical Fitters (Mobile & Fixed Plant), Plant Operators (Mobile & Fixed Plant)
- ✓ Machinists, Diesel Fitters, Auto Electricians, Boilermakers



AngloAmerican GLENCORE ENDEAVOUR MINING eldoradogold
 IVANHOEMINES NEWMONT RioTinto nyrstar
 Resolute B2GOLD Perseus MINING LIMITED KAZ MINERALS CENTAMIN



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ACCREDITATIONS



- ✓ All operations aligned with the National Occupational Health & Safety Act and the OSHA Standard 18001:2015.
- ✓ City & Guilds, OPITO & ECITB accredited training services.
- ✓ A registered affiliate of the Ministry of Education & Sports for national training programs.



- ✓ ISO 9001:2015 certified
- ✓ Maritime Labour Convention (MLC) 2006 Certified
- ✓ EIC Service and Solutions 2018 Award Winner
- ✓ 2021 – Sunday Times HSBC International Track 200 (73rd)
- ✓ LinkedIn Top 25 Most Socially Engaged Companies in 2016, 2017, 2018 & 2019
- ✓ The Queen's Award for Enterprise in International Trade
- ✓ Insider Media International Trade Awards 2014: We were recognised as the International Company of the Year
- ✓ Sunday Times Best Small Companies to Work For, 2014 and 2015