



Global Reach. Local Delivery.

- Local and international recruitment campaigns
- Onboarding, training and retention of staff
- Large and small military and commercial complex project support
- HR and Payroll solutions, local employment law assistance
- Access to staff from over 25 different countries
- Testing and assessment - language, fitness and skills
- Verification and certification up to military levels
- Deployment and travel management
- On site HR and pastoral support



SERVICE OVERVIEW

As a leading staffing solutions and resource provider with a track record of delivery in some of the world's most hostile locations, Global Staffing Solutions is here to meet your project needs – no matter where or how complex they may be.

GSS works with clients across the globe that are focused on delivering successful projects into sectors such as aerospace and defence, mining, oil & gas, infrastructure and civil engineering.

GSS can provide contract and permanent staffing solutions on an international basis, whether for key teams of personnel into new projects or large-scale project delivery. Whatever service you require our task is to source the right people with the right skills and competencies, under the right terms to meet your commercial requirements.

We recruit across a range of disciplines and skills from operators and supervisors through to senior management level, for roles located in both head offices and those hard to fill 'remote locations'.

Our success is based on adding value for our clients throughout the recruitment process, by:

- Ensuring that we understand the requirement and organisational culture.
- Using in-depth and effective search and selection techniques to locate high quality candidates wherever they may be.
- Delivering top quality candidate shortlists.
- Managing the successful candidate throughout the process and to start date and beyond.

As global recruitment specialists, we have the infrastructure in place to respond rapidly to the changing needs of a project; from bid stage through to initial set up and onto in-service support. Our global team is made up of highly experienced consultants and project managers, all focused on delivering bespoke solutions to meet our client's specific needs.

"We partnered with GSS to work alongside us on an extremely complex HR project based in a hostile location. The project to manage the transfer of staff was to be delivered in multiple phases, involving multiple deliverables and organised around several separate work streams. GSS's solution was to immerse a specialist team to act as an internal recruitment function, to manage the entire staffing process. Typically this included reviewing all existing contracts and negotiating new agreements whilst ensuring affected employees were informed and consulted throughout."

CLIENT TESTIMONIAL

PROJECT STAFFING SOLUTIONS

GSS brings a wealth of expertise and knowledge in the area of global employee mobility:

PRE-DEPLOYMENT & ONBOARDING

Thorough and comprehensive process including reference checks, criminal background checks, pre-employment medical, language, skill, fitness and other required inoculations.

DEPLOYMENT & LOGISTICS

- Full travel management from point of origin to project location.
- Understanding and provision of Visa services.
- Large scale mobilisation and demobilisation options.
- Solutions for deployment to remote and hostile location.
- Provision and management of Charter Flight options.
- Hotel and ground transportation services.
- A 24/7, 365 day a year dedicated Travel Management team.

ONGOING STAFF MANAGEMENT

GSS offer fully trained and experienced HR teams who will become integrated within the client's site and manage all aspects of HR for the staff, including:

- Management of day-to-day HR issues.
- Provision of full insurances.
- Medical coverage and evacuation in case of serious condition.
- Full payroll services including taxes.
- Full deployment, demobilisation and rotational travel management.
- Vetting and security including in-country registration and Visas where required.
- Training/assessment.
- Staff welfare and life support - with a familiar point of contact for workers to support a swift resolution of issues.

On-site presence and visibility to the contract workforce enables us to address minor issues through to more significant employee welfare issues inherent in a large workforce.



“We tasked GSS with conducting a full handover of all existing staff, transferring the majority of employees from the incumbent contractor. GSS’s proven track record of successfully recruiting large scale staffing programs for start-up and expansion projects within the global resources industry was a key attribute in meeting our needs. GSS’s on-site team successfully transferred 100% of staff from the incumbent over a period of four weeks, with all staff on-site and ready to work from day one of the project commencing. Successfully processing the transfer of 300 new staff members for this client, GSS assisted the setup of payroll for all candidates and now provide on-going HR support through on-site teams of specialists an GSS’s international Recruitment Teams.”

CLIENT TESTIMONIAL

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