

MARINE FPSO RECRUITMENT INSIGHT

THE QUARTERLY NEWSLETTER OF
DIRECT SEARCH GLOBAL



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Market Sentiments

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- **Limelight continue to be on the global FPSO market for the past year. With a total of 54 planned FPSOs between 2020 to 2025, South America is expected to lead the number of new orders followed by Africa, Asia and Europe. Of which, 18 FPSOs new deployment are expected to come from Brazil.**
- **Orders are predicted to resume by 2021, with seven FPSO orders likely to be approved. Of which, Mero3, Bacalhau and Payara (Prosperity)**
- **Expect at least 3 to 4 new FPSO orders each year from the South America region alone**



Key Changes in hiring trend for Employers

- Can expect more challenges in retaining and attracting employees with specialization in FSPO projects, especially those of project commercial and engineering skillSET
- Expect more job refusals if candidate expectation and relationship is not managed well throughout the recruitment process
- More precise and succinct interview process is needed for new hires, as this will cut short the hiring process. You snooze you lose!
- Delay in work pass approvals, flights and employee activation due to quarantine requirements are likely to cause delay on overseas deployments. Consider putting these starters on 3rd party contracts to keep them engaged
- More stringent requirements, both technically and personality will be set by hiring managers for HR

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What can candidates expect in the coming years?

- Business Development, Project Commercial and Engineering professionals with FPSO project experience is likely to remain in strong demand for the years ahead
- Requirement for Project Management/Site Team likely to pick up by late 2021
- Increase in deployments to Asia, specifically Singapore, Malaysia and China. Make sure you are well-informed on the tax liabilities for the country that you will be deployed to
- More stringent requirement set by employers, requiring specific project experience and skillset
- Candidates with good experience in Brazilian FPSO projects will benefit
- Expect more short term contracts/project hires instead of permanent jobs in the near future
- Expect more competition for each job vacancy. So make sure you have a well written CV and is always well-prepared for each interview!
- Putting together a notable list of projects (aligned to job requirement) will help you gain the upper hand above other candidates
- Be prepared for longer recruitment process and onboarding turnaround time
- Plan your exit with current employer carefully. Make sure you time it well, as cancellation of employment is becoming more common due to delayed onboarding, especially for overseas deployment
- With the hit from Covid-19 pandemic, 95% of interviews will be conducted via video conferences. Embrace the new norm!
- Increased usage of Online IQ and Behavioural Tests by employers. Make sure you have a thorough understanding on the setup and purpose of a test before doing it. Practice first if you have the chance

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