



## **Bauhaus Energy Case Study – Reservoir Engineer, London**

*Bauhaus Energy is a leading provider of Oil and Gas staff to leading Oil and Gas organisations across the world. Bauhaus recently worked with a world-leading Operating Company to help secure a Reservoir Engineer for their London office.*

### **The company:**

*Our Client is leading business in the exploitation of on natural gas and oil opportunities across the North Sea and the Norwegian Sea with a primary focus on Gas. As well as being successful with several recent licence awards our client has now opened offices in the UK, Norway and Denmark.*

### **The Vacancy / Job Role:**

*Bauhaus were selected amongst a number of recruitment agencies to recruit an experienced Reservoir Engineer to be based from our Client's London location. The role would involve a mixture of reservoir development activities as well as analysing the production potential of reservoirs and selecting the best drilling and extraction methods that should be implemented to extract Oil and Gas*

### **The Challenges:**

*The challenges with recruiting this role were finding people who hadn't already been contacted by other recruitment agencies. We also had to ensure that our candidates stood out from the crowd. After other agencies introduced 5 unsuccessful candidates with the client, we took a detailed analysis of why the candidates fell short of our Client's expectations. We then took this information to market to select the best candidates available.*

### **The Solution and Execution:**

*Bauhaus Energy knew that the best people for this role would already be employed in a staff position. We knew we would have to cast our net far and wide to select the best talent available in the market. We did not advertise this position because 1) We were against the clock and 2) We knew the quality of Reservoir Engineer would not come close to what our client was looking for and 3) We knew the other agencies were using advertising / marketing campaigns. Therefore we selected to use a search and selection method and we started our recruitment by contacting every Reservoir Engineer we had contacted over the past 6 months to focus on who they networked with. After a week, we had shortlisted 4 candidates and we felt that only 2 were suitable enough for the client to interview. From the 2 CV's we submitted we arranged 1 interview.*

*The candidate was interviewed twice and was chosen as the perfect candidate for the London role. Our Client and Candidate were extremely happy with our recruitment and they have been happy to recommend us to colleagues and other companies as a result.*

