



FirstPeople

SOLUTIONS

RECRUITMENT | RE:ENGINEERED

*Specialist recruitment in the Aviation,
Construction, Technical & Scientific industries*



CONTENTS

About Us
FPS Geographical Presence
Aviation
Construction
Architecture
Civils
Consulting
Main Contracting
Power & Distribution
Technical
Oil & Gas
Petrochemical
Turbines
Water & Utilities
Scientific
Pharmaceutical

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At First People Solutions we work hard as a team to create partnerships with purpose. Our drive is always to meet our client's needs and expectations by fulfilling their recruitment needs and supporting their business during periods of growth and seasonal fluctuations. Our aim is to be the recruitment partner of choice and we endeavour to provide both expertise and value to our clients and candidates alike through every stage of their recruitment journey.

”

- John Scott, Managing Director

ABOUT US

First People Solutions (FPS) is an international technical recruitment agency, specialising in the Aviation, Scientific, Construction and Energy markets. We have offices in the UK, Ireland, Australia and UAE - where our specialist teams provide recruitment support to businesses across a variety of industries.

We aim to be the go-to recruitment partner by providing unparalleled 'people focused' recruitment solutions, tailored to our clients' needs. Our continued success over the years is evident in our long-term partnerships and sole supplier positions with various clients.

Business Model

We have created specific business units in our organisation to ensure our processes are as efficient as possible. Each unit has their own section of the business to look after and are as follows:

- Directors
- Managers
- Recruitment Consultants
- Resourcers
- Support Staff

Together, we deliver high quality recruitment services that are guaranteed to meet and exceed the expectations of our clients and candidates - every time.

Compliance

We take compliance seriously at FPS and our policies and procedures ensure that every candidate we place is fully qualified and insured.

We provide reference checking, certification checks and culture-fit with your business before placing any candidate. Our database is regularly updated with candidates' relevant certifications, qualifications and experience to ensure the right match is made.

For more information on our compliance policy, please see our website at:

www.firstpeoplesolutions.com/compliance

Approach to Recruitment

Our 'people focused' approach ensures that our clients and candidates are left feeling satisfied with the service they have received from us.

Each of our consultants have their own specialist area within a specific industry and as such, are able to easily identify suitable candidates. They also have an understanding of industry regulations, certifications and other necessary requirements for specific job roles.

We have a down-to-earth approach to business and we are a relationship focused business. We value the importance of building long-lasting partnerships and we are always happy to pick up the phone and have a chat, or arrange a meeting to discuss anything you wish (whether this be a formal meeting or a quick catch up over coffee). We are also happy to attend site visits and welcome you to our offices in return.

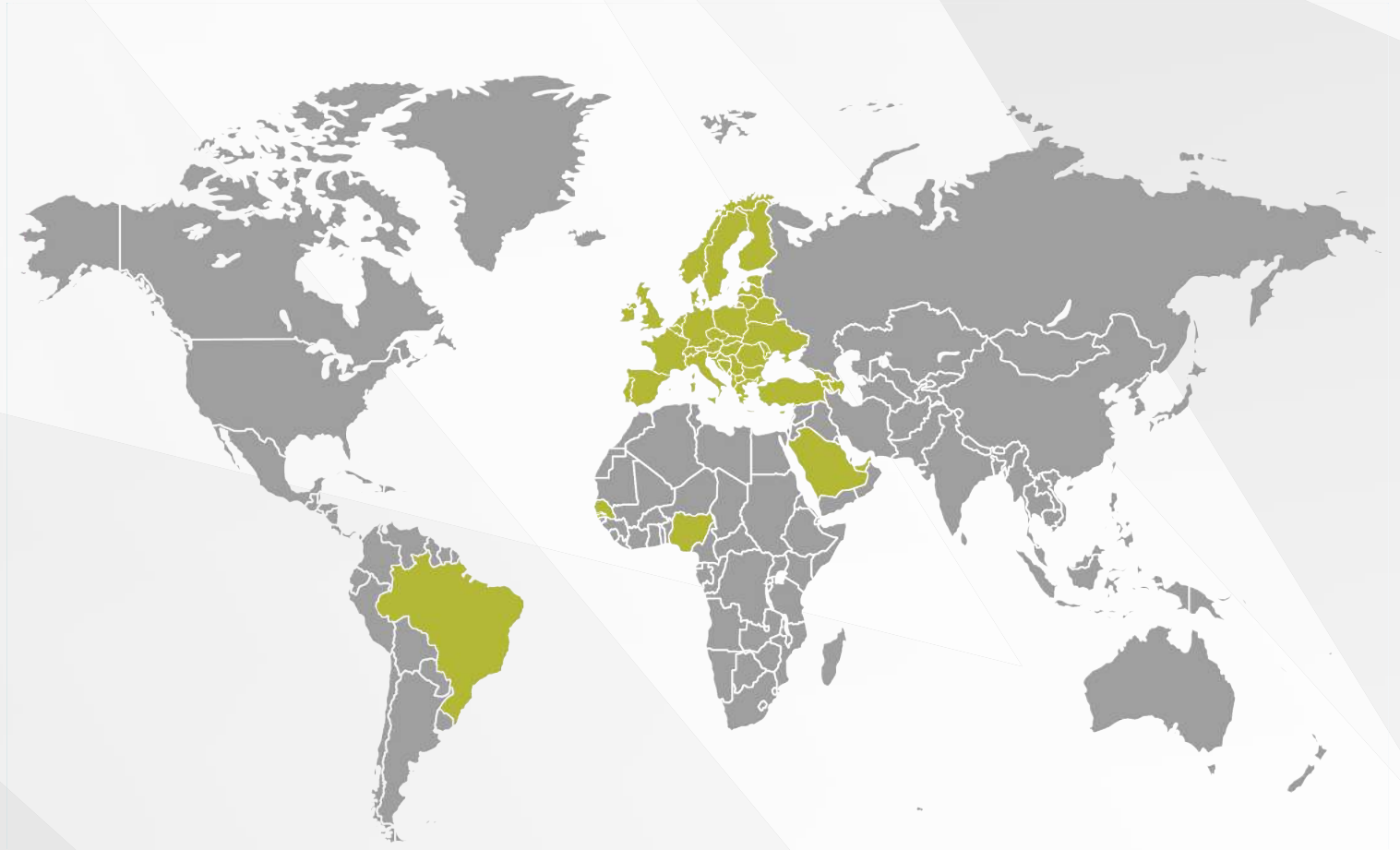
DID YOU KNOW...

We have ISO Accreditation in Quality Management 9001 and have achieved our Investors in People Gold Award. Due to our apprenticeship and training programme, we have also been recognised by Investors in Young People.



FPS GEOGRAPHICAL PRESENCE

We are an international agency and we have offices at all corners of the world including the UK, Ireland and Dubai (UAE). From these offices, we provide recruitment services across many countries. Check out the map below, showing our global presence:



GLASGOW

+44 (0) 141 270 5000

info@firstpeoplesolutions.com

33 Bothwell Street
Glasgow
G2 6NL

EDINBURGH

+44 (0) 131 202 9942

info@firstpeoplesolutions.com

Unit 9, Straiton Business Park
Straiton View
Loanhead
Edinburgh
EH20 9QZ

DUBLIN

+353 (0)1 691 7130

info@firstpeoplesolutions.com

The Black Church
St. Mary's Place
Dublin 7
Ireland

DUBAI (UAE)

+44 (0) 141 270 5000

info@firstpeoplesolutions.com

PO Box 334009
Office 1605, API Trio Tower
Al Barsha, Sheikh Zayed Road
Dubai, UAE



► AVIATION

FPS Aviation is our aviation recruitment brand within FPS. It has grown considerably since its inception in 2004, establishing a well-known brand within the industry. A large portion of our client and candidate base has come from referrals and has allowed us to build strong relationships on an international scale.

Our recruitment capabilities have allowed us to provide thousands of hours of labour across a variety of specialisms within the aviation industry - in both rotary and fixed wing aircraft. This includes:

- Line Maintenance
- Base Maintenance
- Back Office Staff

We have a great reputation in the industry with a high success rate in placing candidates. This is down to our personalised business mode, in which we take the time to get to know our clients and their needs. This allows us to create a tailored service for each and every client.

We firmly believe that communication is key to developing and maintaining relationships and as such, we assign clients with a dedicated Account Manager, who will be the main point of contact regarding working with us.

Our on-boarding process includes collecting the appropriate information and certifications from candidates including; EASA Licence, EWIS, FTS, HF, Criminal Disclosure and References/5 year history checks.



Covering all bases...

Line Maintenance

Our line maintenance recruitment team places staff at airports, heliports and off-shore operations in more than 50 locations worldwide.

We provide trained professionals to work on line maintenance in the high and low seasons and are also able to provide staff last minute in emergencies.

Base Maintenance

We are a regular provider for various big names in the industry and provide staff at hangars all of the world, 12 months of the year.

Whether your recruitment needs are individual or full teams - we can meet your demands.

Whether it be Avionics, Mechanics or Engineers - we can supply licenced and unlicenced staff, typed and non-typed.

Back Office

We have various outsourcing services designed to save our clients time and money.

Our Part M, Part 21 and Technical Publications database is full of talented professionals - ready to be placed at your business.

We take the stress out of recruitment for you and manage labour support, roster control, co-ordination and accommodation & flight bookings.

Our Aviation Team would be happy to discuss your needs:

0141 270 5007 or info@firstpeoplesolutions.com





► CONSTRUCTION

Our Construction Team has been supplying professionals to industry for the past 20 years and is extremely successful in both permanent & contract placements.

We are members of various associations and are official sponsors of the Institution of Civil Engineers. Our specialist teams are dedicated to their specific area in construction and are experts in recruiting top-class candidates, every time.

Areas we specialise in are:

Architecture	Civil Engineering	Main Contracting
Mechanical & Electrical	Facilities Management	Consulting Engineering

Start to Finish: One stop recruitment needs

No matter the needs of your project or business as a whole - we can provide the labour you require from start to finish. Whether it be Project Managers, Groundworkers or Labourers - we have an extensive database filled with reliable candidates.

We cover all areas of projects including:

- Pre-Construction & Planning
- Project and Site Management
- Commercial Appointments
- Trades

Executive Search

We also offer an executive search service, typically used for director or senior level placements. This service is particularly useful when clients require an experienced professional to meet their business needs such as expansion or succession plans.

Compliance

FPS adhere strictly to all relevant legislation affecting both the recruitment and construction industries.

All candidates, whether they are contract or permanent, are required to pass all right-to-work tests. Candidates' references and qualifications/certificates are also checked prior to placement.

Our Database

Our database is regularly updated with candidates' most recent and relevant skill sets and qualifications. All certificates and/or tickets are stored on our system to ensure we supply our clients with appropriate, qualified personnel.



Notable Projects

We recruit for a wide variety of projects ranging from small-scale commercial buildings to large-scale, infrastructure projects. We are proud to have supplied candidates to a range of notable projects including the following:



Queensferry Crossing



Edinburgh Trams



Dalry Bypass



Buchanan Wharf

Get in touch with our Construction Team today to discuss your needs:

0141 270 5130

info@firstpeoplesolutions.com



► TECHNICAL

Our Technical Team are thoroughly embedded in the Oil & Gas, Scientific, Petrochemical, Pharmaceutical, Nuclear and Water & Utilities sectors worldwide.

Our team members are extremely valuable due to their knowledge, experience and connections within their respective sectors and provide a professional, friendly service every time.

We value our relationships with our clients and candidates highly and spend time tailoring our service to suit individual needs and desires.

Specific Sectors

Oil and Gas

We have two staff members whose sole focus is in Oil & Gas recruitment, both onshore and offshore. They operate in a multi-disciplinary environment and are experienced in recruiting for all stages of the product lifecycle including:

- Concept
- FEED (Front End Engineering Design)
- EPCI (Engineering, Procurement, Construction & Installation)
- Maintenance
- Decommissioning



Petrochemical

FPS recognises the Petrochemical & Refinery market as one of the cornerstone of our business and as such, have worked on various notable projects - particularly around Grangemouth and Irvine, Scotland. We specialise predominately across design, engineering and project management vacancies in refineries throughout the UK.



Turbines

We specialise in providing field service teams to work on steam & gas turbines, turbo compressors, pumps and all associated mechanical equipment - both onshore and offshore. Our candidates have been placed at notable projects across the globe including the UK, Libya, Iraq and more.





Scientific

The Scientific division of our Technical Team is well-established in the market, providing experienced staff across a wide range of sectors including; Biotechnology, Chemical, Clinical, Environmental and Medical Devices.



Water & Utilities

Our Water & Utilities consultants provide coverage to engineering consultancies, turnkey projects and network infrastructure providers within the Water/Wastewater, Fibre/Telecoms and Multi-Utility sectors around the globe.



Pharmaceutical

The Pharmaceutical section of the team focuses heavily on the Irish market - regularly recruiting for roles in Dublin/Cork. Developing rapidly as one of our main industries, our team work hard to produce high quality candidates for various roles - both long term and contract positions.

Value Added Services

We also offer value added services to ensure success at every stage and in the long run, including:

- Salary surveys
- Skills availability
- Competitor activity
- Long-range forecasting

If you wish to discuss your recruitment needs with our team, get in touch on:
0141 270 5006 or info@firstpeoplesolutions.com



FirstPeople

SOLUTIONS

First People Solutions Ltd is registered in Scotland
at 1st Floor, 33 Bothwell Street, Glasgow, with
registration number SC373254 and is part of the
Compello Staffing Group©.

For more information, please visit:
www.firstpeoplesolutions.com

