

**NextWave Partners** is an **Energy & Infrastructure Sector Recruitment Company**. Founded in early 2016 we have quickly established NextWave as a strong brand within Thermal Power, Renewable Energy and Infrastructure sectors.

## Who We Are

NextWave Partners is an exciting start-up business and has already grown to 11 people over the last 2 years focusing on a number of specialist markets. NextWave Partners has a clear strategic plan to become the highest performing and most respected Energy & Infrastructure recruitment firm in Asia, then globally. Our short-term aim is to grow to 20+ people in our Singapore office over the coming 12 months, after which point we would like to replicate the business model to cover the Americas, the Middle East & Africa by setting up various international offices. We will do this through developing and empowering the very best recruiters in the industry to become market leaders in their specialist areas.

## The Role: Recruitment Business Manager

The Recruitment Business Manager will work closely with the Business Directors to build from scratch, establish and grow an Oil & Gas team with a Global remit. We are looking for someone who has the desire to see how far they can push themselves outside of the traditional recruitment career path with a clear development plan to a Senior Management position in future. You will be a part of an ambitious company driving innovative recruitment solutions and strategic business growth to build the best recruitment desks possible. For NextWave's high achievers there are opportunities to build recruitment teams and align with Senior Management through equity and profit share in the business.

### The Recruitment Business Manager Role:

- Build the Oil and Gas Recruitment business from scratch through establishing a portfolio of client accounts across Asia Pacific, the Middle East and Africa regions.
- Grow the NextWave Company Brand and establish your own personal brand as a market leading consultant in the Oil & Gas Sector.
- Provision of strategic recruitment advice to C-Levels, Executive Board and Managing Directors of client companies, and other support to global finance and HR functions
- Hire and develop a team of Oil & Gas Recruitment Consultants in Singapore to support individual sector specialisms.
- Manage, mentor and train junior recruitment consultants in oil and gas sector recruitment methodologies.
- Establish and grow a strong network of the Industry's top Energy professionals
- Develop and nurture a wide client base of Oil & Gas Companies across multiple disciplines with a global remit.
- Formulate and execute a structured business development strategy - consulting in early stage exploration and development through to project delivery and operations in order that you capture and extract maximum value along the project lifecycle.
- International travel with face-to-face client meetings to develop deeper relationships with clients and candidates.

### Your Profile:

- Prior recruitment experience of at least 6 years in the Oil & Gas industry with a specialism in recruiting Subsurface disciplines such as Drilling, Reservoir Engineering and Geology.
- Education Level: Masters Degree in the field of Science or a related field.
- Strong network of contacts across Asia and the Middle East.
- Minimum 4 years prior experience of managing a team of recruitment consultants to achieve top level performance.
- Entrepreneurially minded and keen to build a micro business
- Hard working and driven to make their mark on the Energy Sector
- Motivated to achieve above and beyond the competition in results and earnings
- Confident, humble, resilient and an ability to think outside the box
- You are nimble with an ability to spot opportunities and move quickly to capitalise on them.
- A proven background in recruitment delivery with a track record in running a successful recruitment team in Asia is essential.
- Work hard, play hard attitude

## Application

Please send your **CV** and **cover letter**, together with your **contact details** in PDF or MS Word format to [info@next-wavepartners.com](mailto:info@next-wavepartners.com), addressed to **Alex Bacciarelli - Director** and **Geraldine Fok - HR Manager**.

**NextWave Partners LinkedIn:** <https://www.linkedin.com/company/nextwave-partners/>

