

NRG NEWS

ISSUE NUMBER 8

Welcome

Therese Liddle Managing Director reviews the past three months with NRG

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NRG Engineering & Manufacturing partners with Scottish Water

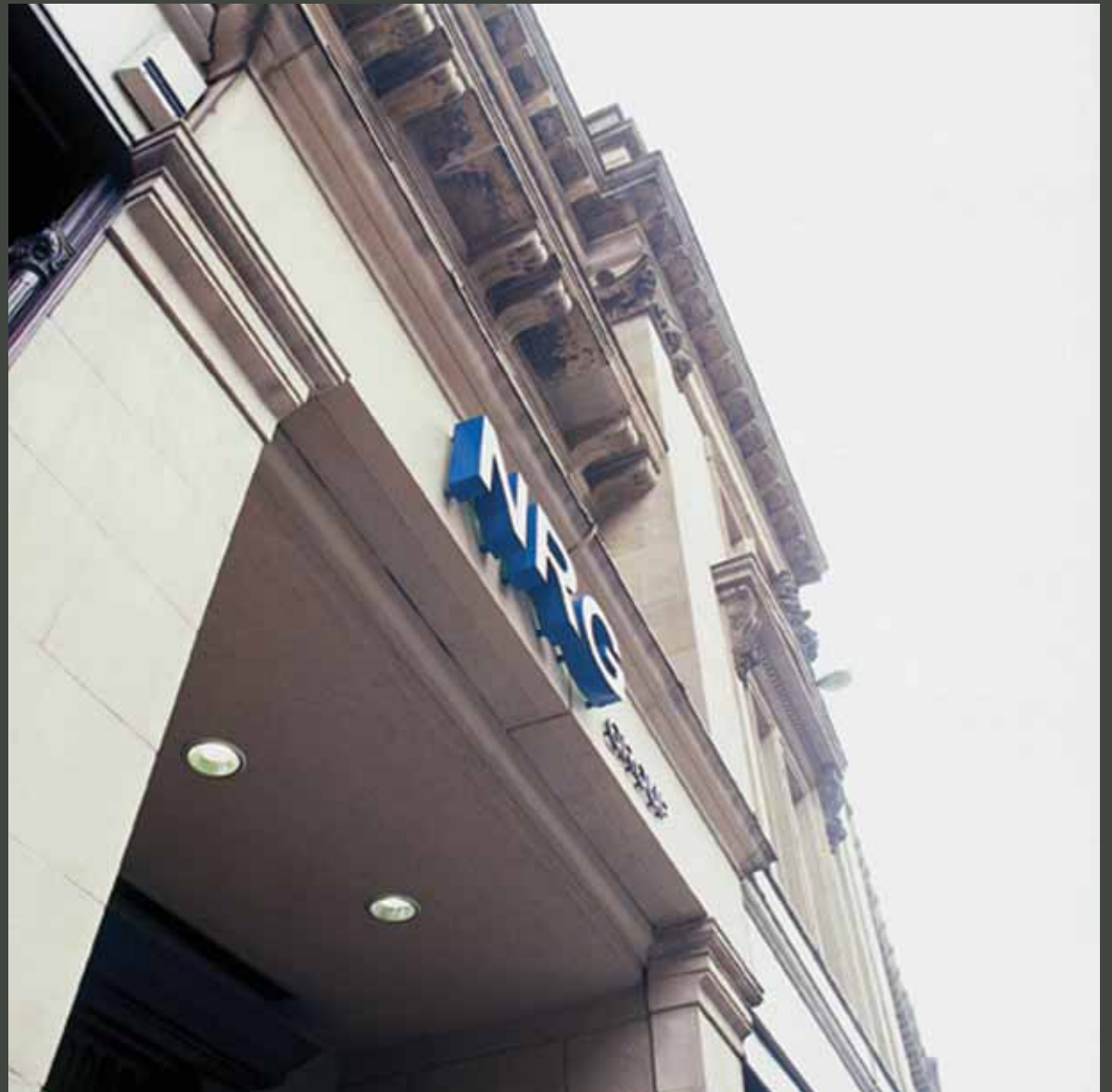
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Business Link North East goes live

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NRG CITY retains Durham University contract

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Ground-breaking NRG-led consortium wins major government framework contract.

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NRG

GROUP

Welcome

Welcome back to the news update from NRG Group. I hope you like the new fresher style of the newsletter... moving from summer brights to autumnal hues and those sharp eyed amongst you will see I've even updated my old photo!

The articles we've included each paint a picture of the sheer diversity & scope of work we've been involved in recently, and I hope illustrate the depth of specialisms within the operating businesses, not least the fast growing Scientific Sector.

Recruitment is often an exercise driven by a gap that's been created in an organization when an individual moves on, but as many of the examples in the newsletter show, recruitment projects are also derived from critical business change, not least the re structure of Business Link North East and the capital investment programme at Scottish Water. Both projects we were proud to be associated with.

We're always pleased to continue developing relationships with our existing clients across the

business and welcome new clients this year including Corus, British Airways, GSK, HM Prison Service to name but a few.

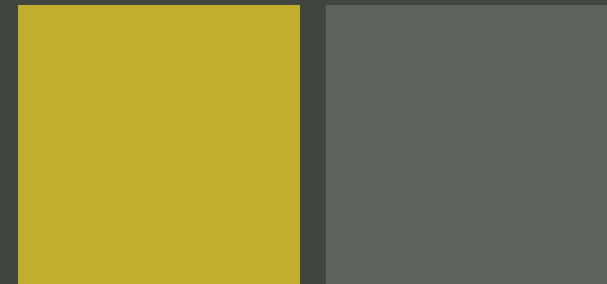
We're particularly excited about the formation of the NRG led consortium TOTALNRG... like minded recruitment businesses across the UK which will deliver to the new government contract for temporary staff, but already has created dialogue and interest from the private sector who want strong, reputable high quality localized service & account management combined with the rigour of centralized systems. So watch this space...

We look forward to working with you during the coming months and always welcome your feedback.

Therese Liddle



Therese Liddle
Managing Director



Edinburgh Branch in Partnership with NRG Connect

Our Edinburgh office in partnership with NRG Connect recently ran a successful graduate recruitment campaign on behalf of Scottish Water across Central Scotland.

We're delivering the biggest Capital Investment Programme in the UK water industry.

HOORAY

Asset Management Graduates - Central Belt Scotland **Competitive Salary**
Typical degrees: Engineering Process, Science, Business Studies, Environment, Quantity Surveying

Are you looking for a career in something big, exciting, but most of all challenging and do you have a passion for delivering results?

Scottish Water's planned Capital Investment Programme is the biggest in the whole of the UK water industry & represents over 4000 of all civil engineering planned for Scotland with projects ranging in value from tens of thousands to billions of pounds of projects.

The people at Scottish Water operate within a dynamic environment, which is meeting at a fast pace, delivering essential benefits for the community and environment, and ensuring the quality of water and efficient service for millions of customers.

We are now looking for talented, passionate and motivated graduates who will become the next generation of asset management professionals.

What better place to use and develop your emerging skills to influence and manage people, resources and projects, as well as support whole project life cycle activities, from feasibility to commissioning.

As Scotland's water, we know the importance of making the right career choice. That's why we want to include you in our investment. Expect a supportive environment where you'll be challenged and stretched, and ultimately you'll make a real contribution to our outstanding plans.

We offer a competitive salary, plus an exceptional pension package and equity benefits, including medical cash plan, generous holiday allowance and much more. Visit www.scottishwaterbenefits.com for more details.

For recruitment information, and to apply, visit www.nrgplc.com/graduates

Close your eyes for a moment if completed application form is to reach 2nd May 2017. Assessment and interviews will be held at the end June 2017, with offers of appointments and commencement following in July 2017.

NRG GROUP

Scottish Water approached NRG in early summer to assist in recruiting graduates for their Asset Management Team. An innovative and exciting attraction plan was put in place which included advertising in graduate journals, Scottish media, websites and graduate bulletin boards.

Response was directed to our established 100 seat Contact Centre in Newcastle which has extensive experience in running such campaigns for clients including local and national government departments, HMRC and international banking organisations.

Following an initial selection and pre-agreed screening plan, a shortlist of candidates progressed forward to a three day assessment centre involving presentations, role play and interviews allowing Scottish Water to be part of the final process.

The campaign culminated in the successful appointment of ten graduates to Scottish Water and plans to run further campaigns in the future.



Scottish Water

NRG Engineering & Manufacturing was instrumental as a partner to Scottish Water, in the design and implementation of bespoke recruitment programmes developed to identify and attract to Scottish Water highly sought after technical professionals.

Scottish Water's planned capital development programme is the biggest in the UK water industry. Representing over 40% of all civil engineering planned for Scotland with project expenditure likely to top £1.25 billion between 2006 and 2010. The portfolio of work includes improvements to water and wastewater networks and treatment works, large drainage catchment solutions and the creation of Edinburgh's new Water Treatment Works.

Ken Hutchison, General Manager of Capital Investment Delivery within Scottish Water has created a brand new organisation and structure to deliver these ambitious commitments. It is crucial however to the success of the programme that the most talented professionals from a range of technical/specialist disciplines and sectors be attracted to this directive from both within and external to Scottish Water.

NRG have an excellent knowledge of Scottish Water through a preferred supply contract which has been in operation since 2003. NRG have been able to add real value through supporting Scottish Water's rapidly changing requirements during 2006-2007 through the engagement of our specialist technical, scientific and procurement recruitment teams as the emphasis has been very much on difficult to fill appointments.

The disciplines recruited – project planning, programme management, project coordination, estimating, quantity surveying and procurement within the context of high value civil related projects have been in short supply across the whole of the UK.

As traditional approaches to candidate attraction were not yielding sufficient interest, NRG implemented a comprehensive search campaign, designed to penetrate the market and identify suitably talented individuals with the appropriate skills, personal outlook and potential for future contribution to the business.

NRG were successful in making over 10 specialist appointments to the Capital Investment Directive and were engaged as a result within two further high profile assignments, to recruit the next generation of asset management stars through a national graduate campaign and a bespoke search project to recruit over 10 planning professionals who will be instrumental in setting the foundation for Scottish Water's medium term capital strategy.

“NRG have been able to add real value through supporting Scottish Water's rapidly changing requirements”.



IT Team Wins Large Master Vendor Project

The IT team has won a large master vendor project with one of the regions most profitable software business's, Serco Integrated Transport.

The strategic partnership has been developed due to high demand for IT staff within the business. NRG are managing all advertising response, conducting first stage interviewing and technical testing. This approach has ensured that all candidates who get through to the final stage interview with Serco are of the highest quality, in turn this has ultimately saved valuable management time. To date, this relationship has produced excellent results and we look forward to a long lasting partnership.



Bringing service to life **serco**

How many IT companies can boast year on year growth for the last 10 years?

Serco PLC are a multi-billion pound UK company with offices around the world. The Integrated Transport division of Serco delivers world class transport technology solutions to local authorities, government departments and commercial enterprises. Serco has enjoyed double digit, year on year growth for the last 10 years and can boast one of the lowest attrition rates in the region.

Due to continued success, Serco's Intelligent Transport Systems Group, based in Tyneside are looking to recruit a number of highly skilled software developers with demonstrable C++ development experience. Serco are recruiting at all levels from IT Graduates with 2 years IT development experience to highly skilled C++ developers with COM/DCOM and MFC skills. Serco offer an excellent career path and have many different and compelling projects that are deployed in the UK and around the world. Salaries range from £20,000 - £42,000 and the skills Serco are specifically looking for are:

C++ Microsoft Foundation Class (MFC) COM/DCOM

For further information and to apply on-line please visit: www.nrgplc.com/serco or alternatively, to discuss these exciting opportunities please contact our retained consultants at NRG IT on: **0191 260 4465**

Closing date for applications is Monday 22nd June 2007

NRG PROFESSIONAL

CBI North East

North East Human Resource (HR) Directors have united to influence the growing burden of employment regulation they are facing. 78% of employers believe that increased time spent dealing with employment legislation is having a damaging impact on their business and consequently HR professionals in the North East have created a forum to influence policy at a national and European level.

The group is chaired by Alison O'Connor, HR Director of Arriva Plc. Alison said: "Based out of Sunderland my team and I work across Arriva's national and European operations, including its 32,000 employees. It's critical that we are proactive in shaping employment regulations. This CBI forum allows Arriva to influence the policy issues that impact on our company not only at a regional but also national and European level as well. We don't dispute the need to have policies in place to ensure fairness at work, but the associated red tape can cause businesses great concern and cost."

"The North East has talented HR people. These individuals have a key role to play in ensuring that their experiences are fed into the regulations that will affect their daily working lives and their businesses. The less time they have to spend dealing with bureaucratic regulations the more time they have available to focus on the aspects of people management that really add value to a business, such as training and development."

The group is sponsored by NRG Plc, Dylan Christie, Regional Director of NRG said: "This region has a wealth of talented HR practitioners and this forum gives them a national and international voice. The CBI lobbies hard to create the conditions in which business can prosper and groups like the HR Directors Group give regional firms a unique opportunity to influence this. We've been really pleased to support the Group."

Sarah Green, Regional Director, CBI North East said: "In an uncertain political climate it is critical

that business has a strong voice. The HR Group gives North East business the opportunity to influence the environment in which their businesses operate."

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HR Directors strengthen their voice on increasing employment legislation.



Business Link North East

Business Link North East went live on the 1st April replacing four previous sub-regional organisations. Charged with becoming an innovative business support organisation that truly meets the needs of existing and potential businesses across the whole region it is meeting some high expectations.

NRG Executive were commissioned to recruit both the executive and non-executive team to shape, lead and direct the new venture, all to a strict deadline.

Stage One was the appointment of a Chair and fourteen board members reflecting the entire geography of the region and a balance of skills, gender and ethnic background, as well as sector experience. NRG's expertise in non-executive recruitment and networks across the business community proved crucial in meeting the requirement fully.

The Board, chaired by Paul Callaghan, is truly business driven and Stage Two was the appointment of a like minded Chief Executive. The appointment of Alastair MacColl, Managing Director of the Gazette Media Company in Teesside has sent a strong signal to key stakeholders and a declaration of intent to the business community besides providing the 'WOW' factor required.

Alastair is confident, ambitious, focused, yet down to earth and defiantly committed, and these qualities were reflected in Stage Three, the appointment of his Senior Management Team. NRG Executive never lost sight of

the aspiration and expectations for the new organisation when facilitating the appointment of Nicki Clarke as Director of Operations, Jonathan Lamb as Director of Marketing, Louise Shillinglaw as Director of HR, Chris Bramley as Director of Corporate Services and Jo Boaden as Director of Information.

With this team in place Business Link North East is set to build "something that can become the gold standard for business support, not just in the UK but across Europe".



NEYCAG

NEYCAG; The North East Young Chartered Accountant Group was created to look after the interests of qualified Chartered Accountants in the North East.

The brainchild of Jill Griffiths, InsightNE and Simon Hewitson, McInnes Corporate Finance they aim to bridge the gap between the existing student and senior society in the North East region. Their mission is simply to provide a network, support and voice for its members and a source of enthusiasm for the accountancy profession.

NEYCAG, now represented by an 8 strong committee, have been effective for the last 2 years, having developed a strong following within the local accountancy profession as well as commercial and public organisations.

Sponsored and supported by NRG Group, NEYCAG provide a mixture of educational and social events, bringing together "like minded" individuals into an extended business network whilst offering courses to develop "soft skills" and career development. Clair Williams of KPMG complimented the committee on their "down to earth approach toward relevant seminars, ensuring the younger members of the accountancy community feel valued". Recent events have included Networking and Negotiation Skills, Motivation and Delegation and Understanding Human Behaviour. More informal gatherings have been held at the Pitcher & Piano and a networking quiz at Pacific Bar.

From its concept, NEYCAG aimed to become the most recognisable social and networking forum for Chartered Accountants in the local business community. Reflecting on this, committee member John Flynn,

Barratt Developments Plc said "It's always important to be surrounded by a good network of people, as in a fast changing environment you never know what lies around the next corner. NEYCAG was originally aimed at Chartered Accountants, although recognising the importance of connections within other institutes, our events are now open to any professional accountants such as ACCA and CIMA."

Looking towards those individuals who may have moved to operate within a commercial sector; Paula Park of Akzo Nobel commented "following my recent move from a Big 4 firm into industry, NEYCAG gives me the opportunity to keep in contact with people I used to work and study with. The events are a great opportunity to network with other accountants."

Equally, as the North East builds on its successful platform of "deal making", Chris McCourt of McInnes Corporate Finance explains "having spent the last couple of years away from the North East working in London, NEYCAG provides a great forum to meet other finance professionals in an informal environment. This is particularly useful when moving location, as it is a way to quickly develop a local network of contacts, something which is very important to my Corporate Finance role."

NEYCAG actively encourage new membership, for further details and committee contact information, consult www.neycag.co.uk.

Forthcoming calendar events include a Black Tie Dinner on 9th November.



NEYCAG provides a great forum to meet other finance professionals in an informal environment.

Glasgow Office

To effectively compete in a buoyant marketplace, the team in Glasgow has expanded in order to meet with demand and provide a first rate service to both existing and new clients.

In addition to the sectors already represented, a Technical and Engineering division has been established, and is already enjoying considerable success.

Headed up by Sharon Hill who is MREC Cert RP qualified, the Glasgow branch boasts more than 20 years' experience across a number of sectors including: Office Personnel; Accountancy and Finance; Sales and Marketing; IT; and Management. Clients currently enjoying recruitment solutions tailor-made by award-winning consultants include:

Jacobs Engineering, Scott Wilson, Scottish Water, North Lanarkshire Council, Daily Mail, ScottishJobs.com, Harley Haddow, Blyth and Blyth, NHS Greater Glasgow, GE capital, Buro Happold and NeoPost to name a few.

This is really exciting times for our Glasgow location with success being built on relationships and repeat business.



Spotlight on NRG Scientific

NRG Group's Scientific Division has gone from strength-to-strength since its inception over 3 years ago, producing growth year-on-year. The team operates under NRG's Professional Services Group alongside the HR, Finance, IT and Engineering teams.

The scientific team boasts an impressive line-up of consultants with a variety of industrial, academic and recruitment experience. All of the team have multiple degrees in scientific disciplines including 3 PhD graduates from Durham University's 5A* Chemistry Department. Now led by Dr Craig Fleming, the team continues to grow, developing new and exciting partnerships with businesses the length and breadth of the UK.

The team work in partnership with a diverse array of clients ranging from start-ups and university spin-outs to blue chip multinationals. Due to the diverse nature of the research, development and operations of the team's clients, they recruit anything from lab technicians to technical directors, on a temporary, permanent or contract basis.

Over the last 18 months the team have won a number of important contracts with businesses across the UK

including SSL International, GSK, CENAMPS, CPI as well as growing and developing existing relationships with strategic clients including Avecia, FujiFilm, Scottish Water, Durham Scientific Crystals, Onyx Scientific and ANT.

The team are also actively involved within the scientific community through organisations such as NEPIC, The Royal Society of Chemistry, Chemical Industries Association as well as continuing to develop links with the local schools and universities.

The team has recently expanded through the appointment of two new consultants. Dr Paul Parry joins as a Senior Consultant from an international recruitment business, having previously worked for Seal Sands Chemicals (now Vertellus). Dr Amy Smith joins as a Consultant having worked as a development chemist for Vertellus. It is expected the team will welcome more new faces later in the year.

For further information about the scientific team, please contact Craig Fleming on 0191 260 4431 or email: craigfleming@nrgplc.com or visit www.nrgplc.com/scientific which features our new Science News section.

Ground-Breaking NRG-Led Consortium Wins Major Government Framework Contract

A consortium led by Northern Recruitment Group PLC (“NRG”) has won the opportunity to provide recruitment services to major Government departments in a contract valued at £300 million.



NRG joined forces with four other leading regional recruitment companies to bid for and win a place on the framework contract to supply administrative and clerical staff.

Led by the Home Office, the pan-Government framework contract is set to be accessed by departments including HM Prison Service, the Home Office itself including Borders and Immigration, CPS, HM Revenue and Customs and many others.

NRG established the consortium – TOTALNRG The Recruitment Consortium – to create a unique combination of regional expertise and national project management capabilities.

The only consortium on the framework of seven suppliers, it is thought to be the first time that a major nationwide consortium has been established to bid for supplier status on a framework of this scale.

The other members of the consortium are Huntress Search Ltd, already a staffing provider to the Government, to cover London and the South; Key Personnel Group Ltd for the East Midlands; Gap Holdings Ltd for the West Midlands and Wales; and Grafton Recruitment Ltd in Northern Ireland.

NRG’s Managing Director Therese Liddle said: “The consortium brings together the collective expertise and experience of the UK’s best regionally-based businesses, each of which has a record of providing exceptional levels of service delivery.

“In establishing TOTALNRG we have partnered with four high quality agencies with very strong brands in their own regions, to provide coverage of the whole of the UK. They all have excellent reputations and the capability not only to join with us to compete against national agencies for a place on the framework but also to deliver this very important contract over the next four years.”

NRG have established a dedicated team to manage the project and provide centralised services. TOTALNRG in Newcastle will manage all bookings, quality control, auditing, invoicing and service standards under the contract.

Therese added: “The client was very impressed with our proposal which has the advantages of NRG’s project management experience combined with the benefits of our own and our consortium partners’ regional knowledge, personal service and proven local delivery standards.

“Our combined experience includes delivery across central and local Government, health authorities, education and Government agencies with services built around the specific needs of customers on a regional basis.”

NRG Group Chief Executive and founder Lorna Moran set out to establish the consortium which, for the first time, has giving high quality regional companies a realistic opportunity of bidding for supplier status for significant national contracts.

“We were the only consortium on the framework and we believe that as a result of winning and delivering this contract we have created a new model for the industry, with NRG leading that change. The potential for winning future contracts of this scale is huge.”

All Government departments will be able to access the consortium’s services, thereby reducing their recruitment costs because of the centrally negotiated price. Economies of scale mean that the more departments that use it, the lower the costs will become.

The service will also be available to other non-Government organisations in the public sector.

NRG CITY retains Durham University contract



NRG City has successfully retained its sole supply agreement with Durham University for the provision of temporary administration and secretarial staff across their Durham and Stockton campuses.

NRG has a long-standing relationship with the University dating back to 1996. Initially the provision was for ad-hoc office-based staff, but this has grown over time with the new agreement incorporating all temporary office-based staff and Accounts & IT temps. Moving forward there is scope under the new agreement for NRG to recruit permanent administration and secretarial staff on behalf of the University.

Ian Miller, Manager of Tees Valley City says “We are delighted to retain this contract and it is a reflection of the hard work and quality of service we have provided to-date. The expanded nature of the contract, incorporating accounts, IT and permanent recruitment, demonstrates the confidence they have in NRG to meet their expectations. Durham University is a flagship employer in the North East and we look forward to working closely with them over the next 3 years and beyond.”