



A Dulsco Group Company

Connecting Global Energy Markets  
with *top talent.*



## CEO Message



**Stuart Hunter**  
Chief Executive Officer

At AGR, our success is built on the strength of our relationships—with clients who trust us with their critical projects, the personnel we place, and AGR team members whose expertise and passion are the foundation of everything we do. Our unwavering focus is on empowering skilled professionals, delivering lasting value to our clients, and fostering the sustainable growth of the energy industry.

As we look to the future, we are energised by the opportunities ahead. We remain committed to driving innovation, enhancing our services, and upholding the highest standards of professionalism. Our mission is clear: to connect talent with opportunity and create success for all.

*“Together, we have navigated the challenges and celebrated our successes. We look ahead with ambition to making a positive impact on the future.”*

As a proud member of the Dulsco Group, this partnership has expanded our capabilities and solidified our position as a trusted industry leader. Together, we are advancing our shared vision of providing world-class personnel while navigating the dynamic challenges of an evolving energy landscape.

# About Advance Global Recruitment (AGR)

For over 14 years, Advance Global Recruitment (AGR) has been a trusted partner to leading energy companies worldwide. We specialise in providing agile, high-impact recruitment solutions tailored to the complex and fast-paced demands of the energy sector.

Our expertise spans the full energy lifecycle, from oil and gas to renewables, supporting our clients with critical hiring needs that drive operational continuity and sustainable growth.

What sets AGR apart is our commitment to people. We are committed to supporting our personnel, providing opportunities for global mobility and access to continuous professional development.

In an industry where operational success depends on having the right people in the right place at the right time, AGR ensures personnel are not only deployed globally but are also trained and certified to meet evolving industry standards.

We understand that the landscape of crew competency is constantly changing. That is why we dedicate our time, expertise, and resources to exceed client expectations by helping them implement and manage bespoke recruitment strategies and training solutions that stand the test of time.

At AGR, we don't just recruit. We enable progress.



Headquarters in  
Edinburgh, UK



Presence in  
75+ Countries

## Our core values



### Value Creation

We go beyond expectations.



### Customer Focus

We build lasting relationships.



### Teamwork

We collaborate to achieve.



### Integrity

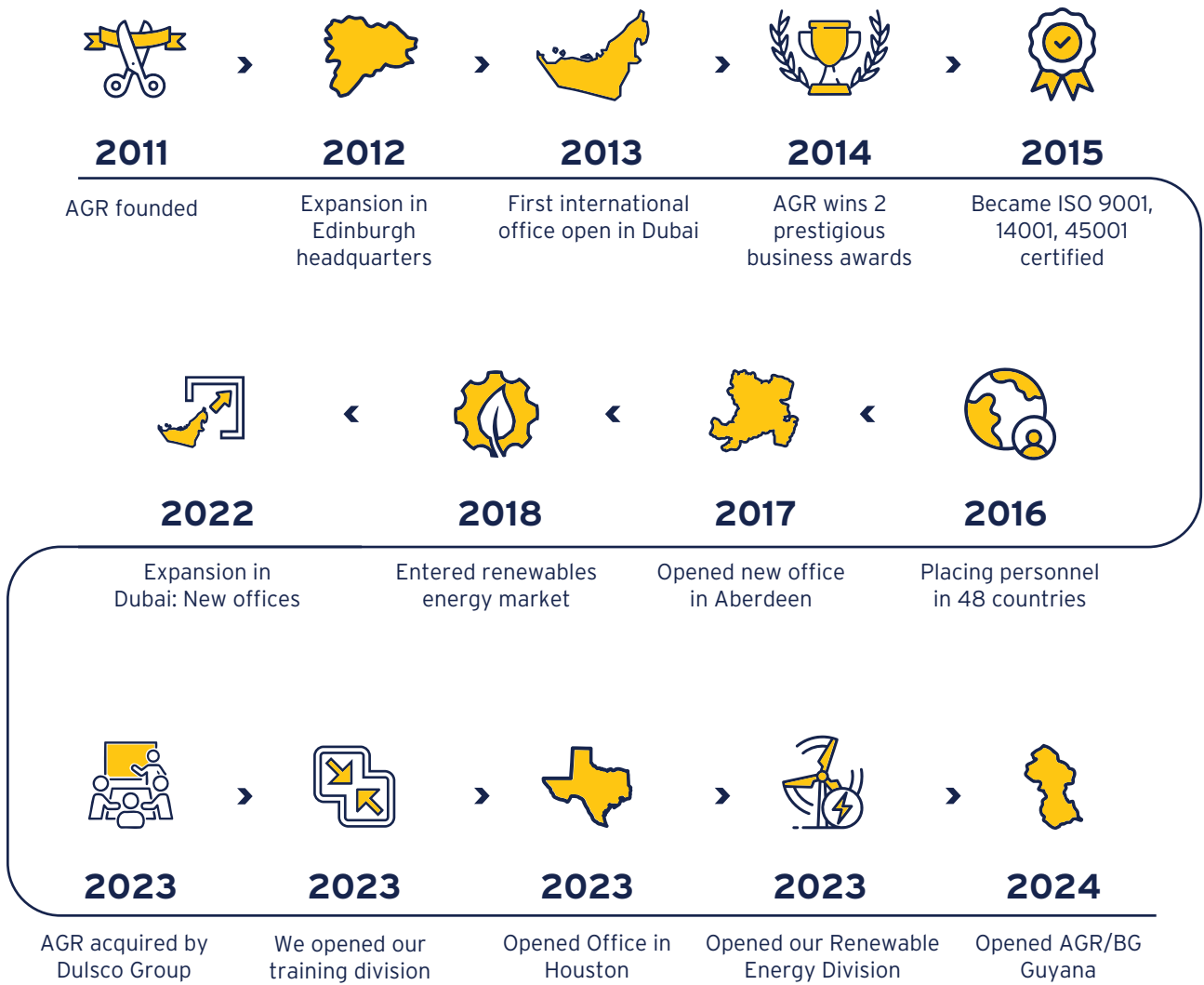
We act ethically and take ownership.



### Community

We make life meaningful.

# Our Milestones



AGR is proud to be a part of

# DULSCO GROUP

**DULSCO**  
PEOPLE

**DULSCO**  
ENVIRONMENT

 **PARISIMA**  
A Dulsco Group Company

 **AGR**  
A Dulsco Group Company



Today, AGR is one of the four organisations within Dulsco Group. Scan the QR code to learn more.

# The Team Behind AGR's Success

## *Our leadership team*

brings together decades of experience across global energy markets. Its expertise ensures AGR stays at the forefront of recruitment innovation while upholding the highest operational and ethical standards.



**Stuart Hunter**

Chief Executive Officer



**Ben Herriot**

Global Sales Director



**Mark Scott**

Finance Director



**Danielle Wood**

Global Compliance Director



**Jamie Lauder**

Head of Subsea



**Brad Smith**

USA Regional Manager



**Mark Adams**

ME Regional Manager



**Barry O'Sullivan**

Crewing Manager - Guyana



# 360° Tailored Solutions

## Skilled Personnel

Providing specialised personnel across the entire energy sector on both a contract and permanent basis.

## Project Management

Delivering end-to-end project management to meet objectives with precision, ensuring seamless execution and high standards.

## Payroll Solutions

Partnering with leading providers for accurate, timely, and compliant payroll management across diverse global operations.

## Travel Management & Logistics

Optimising travel logistics for the workforce, ensuring cost efficiency and smooth personnel mobility worldwide.

## Quality and HSE Compliance

Adhering to the highest Quality and HSE standards, ensuring safety, compliance, and project integrity at every stage.

## Certifications & Compliance

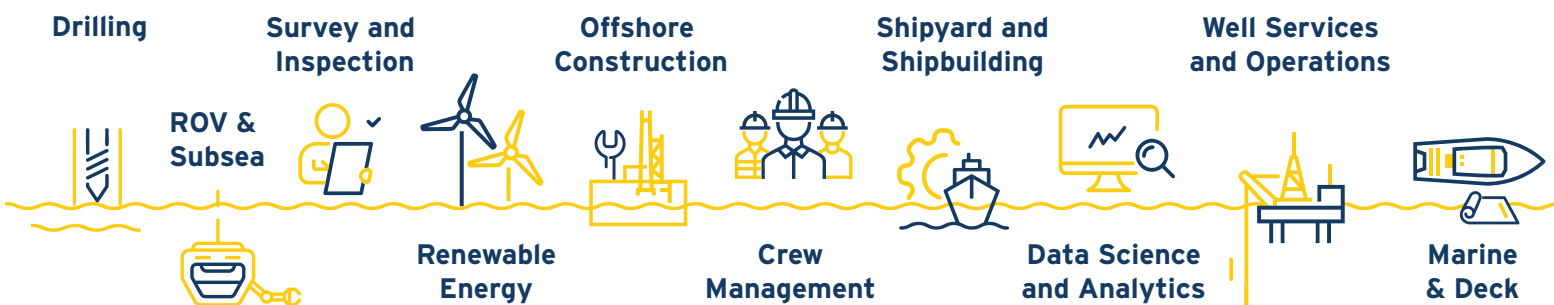
Ensuring industry-leading certifications and compliance with global regulations to maintain operational excellence.

## Localisation & Economic Impact

Driving localisation efforts to boost local economies while contributing to the global energy sector.

## Specialised Recruitment for the Energy Sector

We offer tailored recruitment solutions across key industries, ensuring businesses have the skilled professionals they need to thrive. Our expertise covers the following sectors:



# Our Global Footprint & In-Country Compliance

At Advance Global Recruitment (AGR), we operate purposefully across the world's most active energy markets. With experience deploying professionals in over **80 countries across regions** including **Latin America, Europe, East Asia, the Middle East, and Africa**—and supported by offices and strategic partners in each—we combine global reach with local expertise.

AGR boasts a proven track record of navigating complex regulatory and cultural landscapes with precision, enabling clients to scale and mobilise their workforce with confidence. Our mission is to empower a diverse global workforce and support the shift toward sustainable energy, while our clients focus on their core operations.



## In-Country Compliance

Across all markets, AGR ensures full in-country compliance working closely with local governments, certified partners. Having a deep understanding of regulations, allows us to support even the most complex cross-border assignments without exposing our clients to risk.

We uphold the highest standards in:

- *Work visa sponsorship and processing*
- *Taxation and payroll governance*
- *Health, safety, and insurance requirements*
- *Labour law alignment and local mandates*

# Candidate Support and Engagement

AGR recognises that candidates are its most valuable asset. The company is committed to fostering an environment where each individual can thrive.

AGR offers:

<p>Global mobility and international career growth</p> 	<p>Continuous learning and development opportunities</p> 	<p>A dedicated point of contact is assigned to each candidate throughout their journey</p> 	<p>In-depth consultations are held to understand career aspirations and professional status</p> 
<p>Each candidate's skills and qualifications are assessed to match the most suitable opportunities</p> 	<p>Tailored opportunities are aligned with the candidate's profile and experience level</p> 	<p>Ongoing guidance and strategic support ensure candidates thrive in their new roles</p> 	

## AGR Training

AGR Training delivers industry-aligned programmes that ensure your personnel are compliant, competent, and deployment-ready. With global delivery, accredited certifications, and a streamlined training process, we help you build a safer, more efficient workforce. Whether onboarding new entrants or upskilling existing teams, AGR Training is your partner in workforce readiness.



## Why Our Clients Trust Us

Our clients trust us for our specialist energy sector expertise and our ability to deliver tailored recruitment solutions for complex project environments. Through streamlined processes, we reduce time, cost, and administration while providing access to a global network of highly skilled energy professionals. Our rigorous in-house competency assurance and strategic training partnerships ensure quality, compliance, and workforce readiness—delivering best-fit talent that supports performance at every stage.



### *Industry Expertise*

- ➔ Deep energy sector knowledge to meet complex industry demands.

### *Recruitment Platform*

- ➔ Powered by Bullhorn CRM for efficient, global remote access.

### *Tailored Solutions*

- ➔ Customised strategies to deliver best-fit talent for every project.

### *Cost Effectiveness*

- ➔ Streamlined recruitment that reduces admin time and costs.

### *Global Talent Network*

- ➔ Access to a vast pool of skilled energy professionals worldwide.

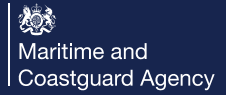
### *Competency Assurance*

- ➔ In-house scheme led by a UKAS-trained verification expert.

### *Training Partnerships*

- ➔ Global training collaborations offering client discounts and personnel support.

# Our Commitment to Health, Safety & Environment



Our commitment to Health, Safety & Environment is well-proven and established. Our extensive experience provides us a strong foundation to deliver safe and reliable service operations. Our Integrated Management Standards comprises of ISO 9001 for Quality Management, ISO 14001 for Environmental Management and ISO 45001 for Occupation Health and Safety Management. Apart from the ISO certifications we are globally accredited from maritime & coastguard agency & IMCA.



SAFETY	iso
CERTIFIED	✓
isoassured	45001

ENVIRONMENTAL	iso
CERTIFIED	✓
isoassured	14001

QUALITY	iso
CERTIFIED	✓
isoassured	9001

# CSR & Sustainability

AGR is committed to driving meaningful change through initiatives that support both local communities and global causes. The company actively contributes to Young Lives vs Cancer, alongside campaigns that raise awareness and funds for health and social welfare. AGR's focus on social sustainability is evident in its efforts to foster inclusive employment, support education, and uplift underrepresented groups in the energy workforce. These actions reflect a values-driven approach to business, extending impact beyond operations and into society.

## Sustainability

Sustainability is a core pillar of AGR's operational philosophy. The company continually enhances its environmental practices to reduce its carbon footprint and promote circular economy principles. In collaboration with DulSCO Group, AGR tracks emissions, manages travel impact, provides EV charging infrastructure, and ensures responsible recycling through certified providers.

AGR also prioritises social sustainability by:

- *Supporting workforce localisation to strengthen emerging economies*
- *Partnering with training providers to build local capability and employability*
- *Promoting equitable access to opportunities through responsible hiring and development*

These commitments reinforce AGR's mission to operate responsibly, create long-term value, and contribute to a more resilient future.



## Beyond Talent

*From the world's most active energy markets to emerging offshore frontiers, AGR plays a pivotal role in shaping the global talent landscape within the industry. Our presence in over 75 countries enables us to contribute meaningfully to economic development, industrial growth, and social progress.*

*Through workforce localisation, we empower national talent and foster knowledge transfer, strengthening local economies and reducing dependency on external labour. By delivering skilled professionals and high-performance teams, AGR enhances the operational capability of some of the world's most complex energy projects—ensuring continuity, efficiency, and safety.*

*Beyond talent delivery, AGR's commitment extends to uplifting communities. We invest in skills development, support charitable causes, and embed sustainability into daily practice. Our initiatives not only support the energy transition but also build inclusive, future-ready industries that can withstand global challenges. AGR is more than a recruitment partner. It is a catalyst for economic resilience, energy security, and long-term societal value.*

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SCAN TO STEP  
INTO OUR WORLD



Advance Global Recruitment

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