





BOSS Built Environment was founded as part of the BOSS Professional Services Group. Over the years we've experienced a four-fold increase in headcount, and profit, as well as establishing representative offices in Europe and Asia. Over the next 5 years, our aim is to be a household name in Construction & Industrial Recruitment, known for our ability to plug the skills gap and aid the development and growth of regions.

We strive to provide our clients a service that taps into the global construction market but at the same time feels local. Our extensive network coupled with our regional consultants and their unrivalled knowledge, allows us to access global talent whilst remaining attentive to regional values and customs.

The construction & industrial sector is undergoing a seismic transformation in a highly competitive market across the value chain. Whether you're innovating, engineering, building or operating, BOSS Energy is here to provide the talent to get you there.

Global Footprint

We offer a comprehensive, global recruitment service. Through our representative offices and strategic joint ventures, we can provide talent to the most difficult to reach geographic locations.

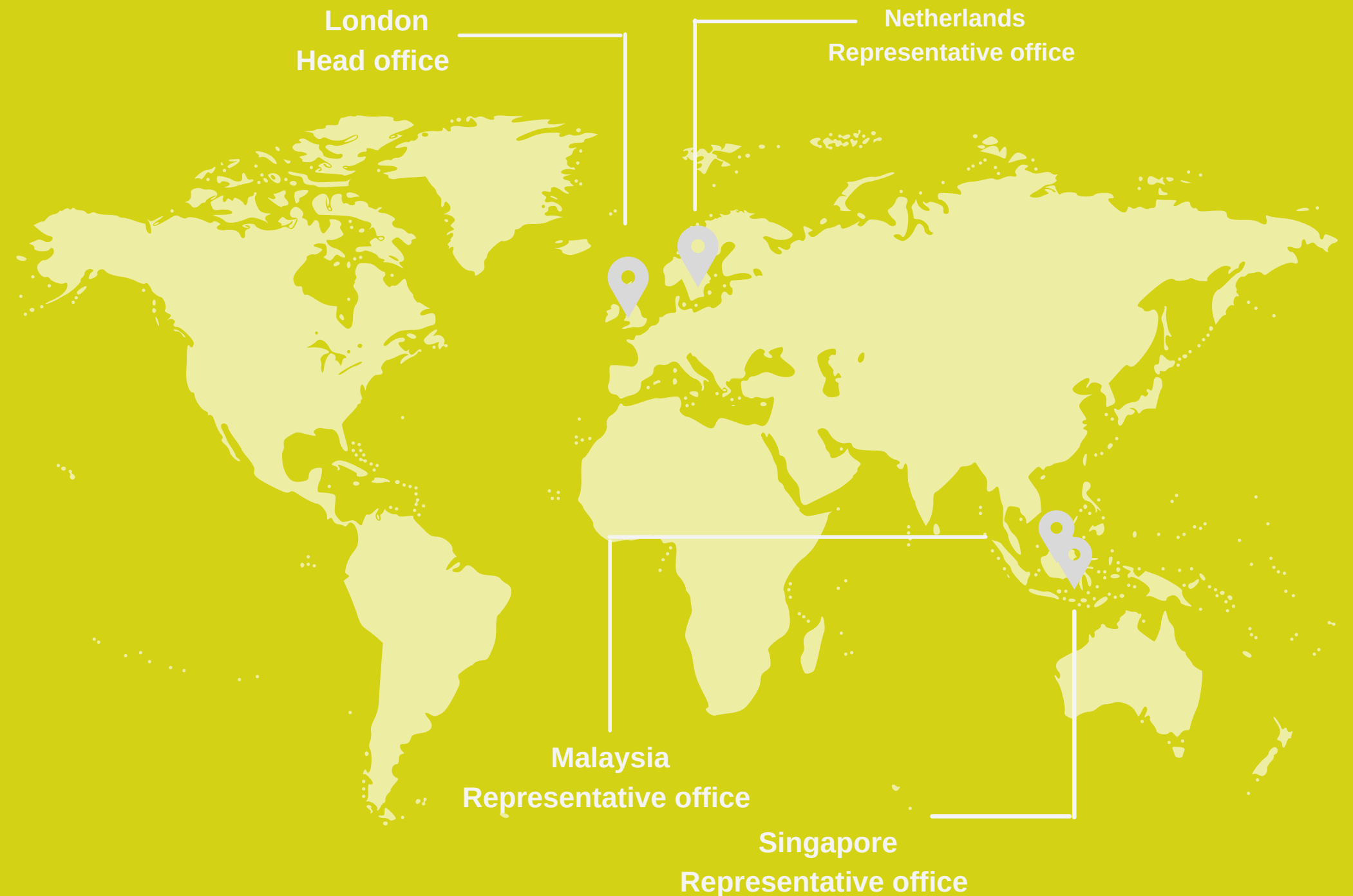
Understanding that each region and country has its own culture, we search for talent that is compatible with regional customs and local workforces, not just a job description.

Our testimonials demonstrate that we service:

- Europe
- Middle East
- Asia & Australasia
- Americas & Canada

Global Operations

- BOSS Energy Consulting Pte Ltd
- BOSS Energy Consulting Snd Bhd
- BOSS Professional Services B.V.



Recruiting Across Construction's Value Chain

Our business is structured into specialist verticals designed to support each sectors demand for industry specific talent. Innovation is prevalent across production and usage, therefore BOSS' consultants have developed a market leading "black book" of contacts that spans the entirety of a commodities value chain

Engineering/Design/Architecture

Working with the clients from the early stages of a project helps to examine the whole life performance as well as costs and impacts, highlighting potential cost-saving, environmental and/or social benefits

Contractors

Working for the day-to-day oversight of a construction site, management of vendors and trades, and the communication of information to all involved parties throughout the course of a project.

Consultancy/Clients

Providing cost estimates, drawing budgets, selecting contractors, administering construction contracts, and resolving differences between contractors and project owners.



Recruitment Services

Customer satisfaction is paramount to our working culture, our clients are guaranteed a service that is consistent, clinical, and cost effective. In other words, bridging the gap between manpower supply and executive search.

Project Recruitment

Contingent Recruitment

Retained Recruitment

Client Requisition

Referral Networks

Shortlisting

Offer Management

Mobilisation & After Placement Care

Database Search

LinkedIn & Other

Interview Management & Referencing

Resignation & Exit Strategy



Recruitment Services

Project Recruitment

Our manpower supply specialists can service all corners of the globe through our global office network and strategic partnerships partners. We guarantee clients::

- Delivery Time Frames
 - 48-hour end-to-end process
- Local and Expatriate Recruitment
- Flexible Price Agreements
 - Price agreements that are tailored to your project
- Contractor Care (Onshore and Offshore)
- Hardship Location Services
- Tax & Work Permit Management
- Mobilization and Demobilization Strategy
- Geographical Representatives
- Specialist PPE and Equipment Rental

Contingent Recruitment

We understand how important it is to make the correct hire as this can have a huge impact on the future of your business.

The following services ensure the highest possible standard is maintained:

- An emphasis on a candidate's personal circumstances
- Tailored and specific searches
- Trained consultants with longstanding candidate networks
- Selective client engagement.
- Offer Management and After Placement Care
- Flexible Fee Structure

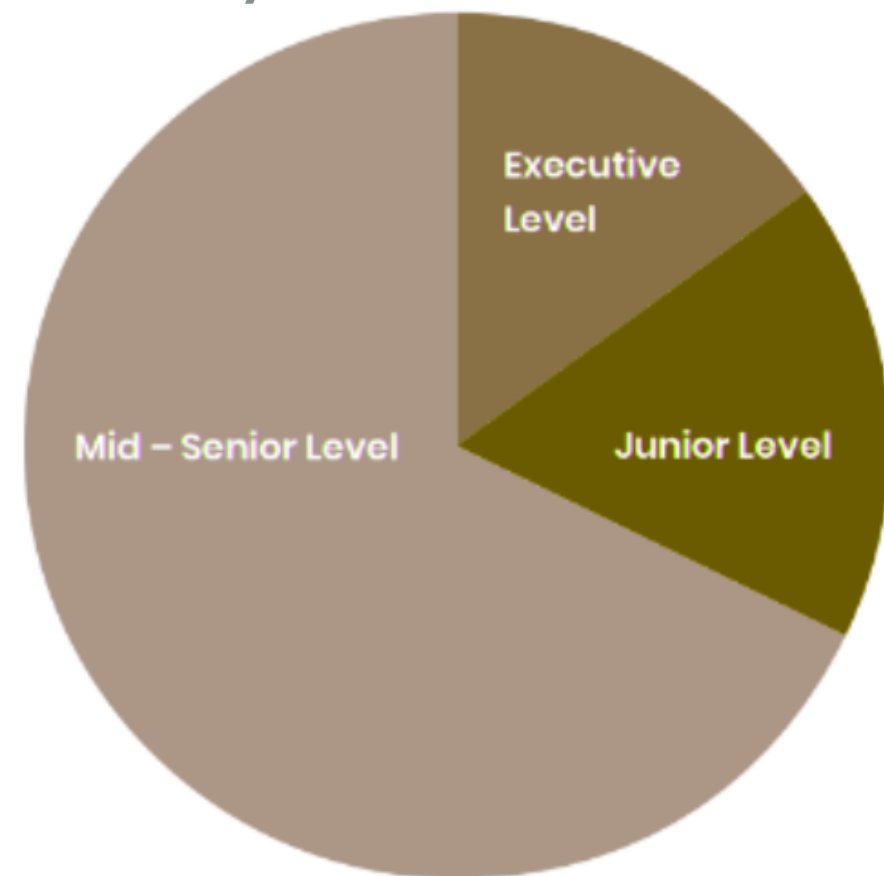
Retained Recruitment

For key hires or confidential searches, we offer a retained approach, setting out a mutually agreed methodology and time frame to attract the industry's top talent to your organisation:

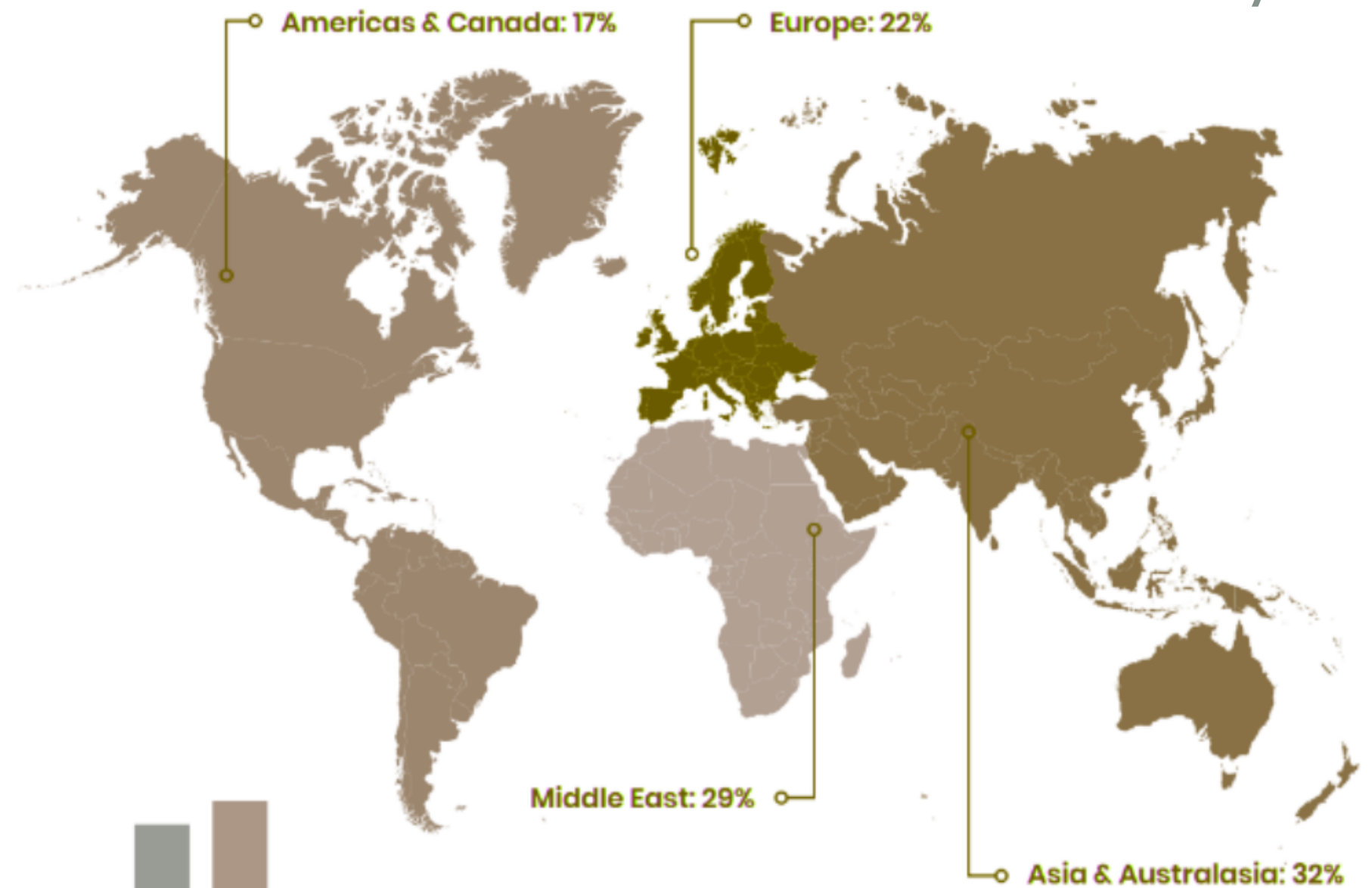
- Mutually agreed methodology and time scales
- An emphasis on a performance, with break clauses and refunds on dissatisfaction
- A fixed and transparent price model weighted in favour of our performance
- Exclusively retained consultants for the duration of the search
- Global knowledge of cost of living and remuneration structures
- Expert negotiators and management of remuneration packages

Construction Recruitment in Numbers

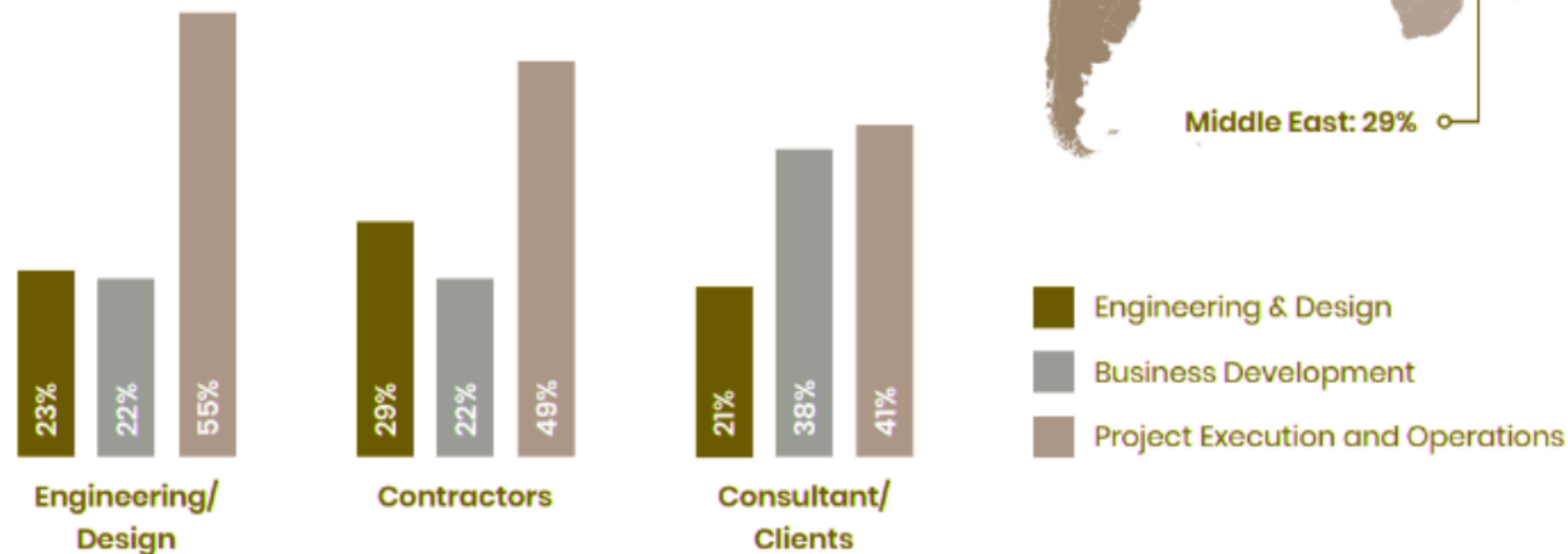
Hires by Seniority



Hires by Geography



Hires by Skills



Market Verticals

BOSS Built Environment separates into four operational teams. Each team has a core focus, providing recruitment services to a specific market vertical. This gives BOSS the advantage of having a specialist within each construction vertical. Our specialist desks are structured as follows:

Commercial Construction

Civil - Infrastructure

MEP Construction

Industrial - Construction /
Maintenance



Commercial Construction

Over the last 7 years, we've developed an extensive portfolio of clients across a wide range of Commercial Construction projects, supporting both the public and private sector. Global Construction has been facing and will continue to face challenges in skilled labour shortages, government red tape & workplace productivity including outdated work practice.

As one of the most forward-thinking recruitment companies working in this sector, whether it's a residential new build, office construction or hospital, we apply the same innovative approach and professional attitude to every project to help overcome any problems which arise within this globally leading sector.

Our dedicated search team offers candidates who have extensive experience in the below projects:

High-rise towers & mixed-use buildings

Large-scale housing projects

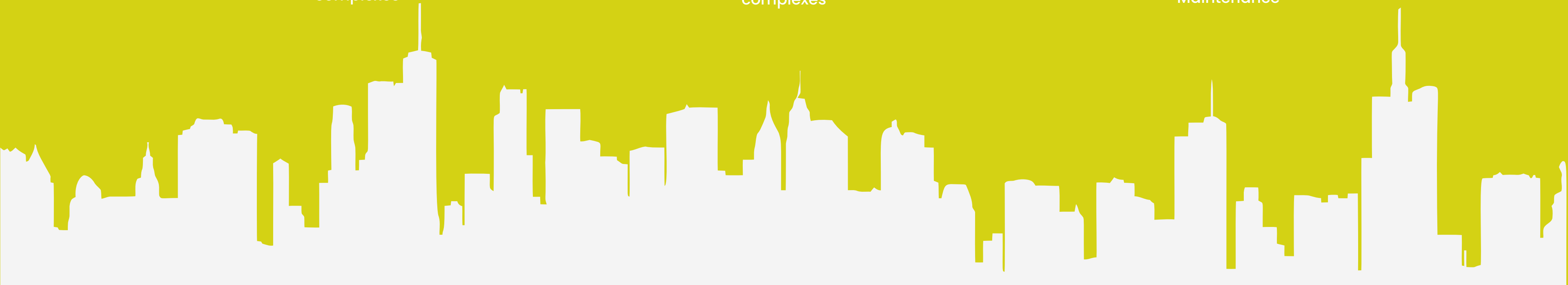
Military & defence projects

Smart Cities

Residential & commercial complexes

Hospitals & medical complexes

Operation & Maintenance



Industrial Construction / Maintenance

BOSS Energy's Industrial team provides core recruitment needs to a complex and demanding industry. The team's ability to marshal resources to different services and adapt to an ever-changing market, ensures we stand out from competitors.

Driven by a growing need for operational excellence, increasing demand for maintenance as a service and increasing equipment complexity, the industrial services market is likely to witness high growth in the coming years. The Industrial market was valued at USD \$28 Billion in 2020 and is expected to grow 5.4% year on year. It is essential for you to have the best possible candidates to manage and drive this growth and BOSS is perfectly positioned to source these candidates.

We have worked roles for clients on the below industrial services:

- Construction Services, including Plant Construction, Pipeline Construction
- Maintenance and Retrofit Services, including Shutdowns and Turn arounds (T&I), Tank Maintenance (COWS), Pipeline Maintenance Services
- Operations & Maintenance Support, including plant facilities management, packaging and logistics operations
- Engineering Support Services, including Industrial Manpower Supply, Facilities Support Staff Supply, Building Maintenance Services
- Equipment Rental



Water &
oil pipelines

District
cooling plants

Power generation
& transmission

Industrial
installations

Hydrogen
Plants

Consumer products
process plants

MEP Construction

BOSS Energy established the MEP team to support increasing infrastructural development worldwide. Mechanical, electrical and plumbing services, including designing, implementation, and maintenance form an integral part of the residential, commercial, and government buildings. Increasing infrastructure development in emerging economies and the requirement of the developed economies to upgrade their existing infrastructure is in turn expected to create a highly conducive environment for growth of the global MEP services market.

Although the World Bank Group reports that the global urban population growth rate has declined, this cohort of the population still accounts for over 58% population in 2020. According to UN projections, this is expected to surge to 66% of the global population by 2050. Increasing urbanization will present significant demand for the infrastructural development over the next few years and so in turn increase the number of MEP projects.

Services:

- Consulting & Engineering
- Maintenance & Support
- System Integration

Projects:

- Commercial building
- Residential building
- Government building



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