



Case Study: Tullow Oil

Client Details

Tullow Oil plc is a multinational oil and gas exploration company, founded in Tullow, Ireland, with its headquarters in London, United Kingdom.

The Brief

In December 2018, Operam was awarded the global contract to manage Tullow Oil's contingent worker population. The relationship between the companies grew, and in March 2020, Tullow Oil reached out to Operam to provide an RPO service with a single point of contact for all permanent recruitment across the organisation. We were tasked with designing and delivering a solution to cover all permanent hires, including internal, direct, sourced, and third-party candidates.

Solution

- Dedicated in-sourced recruitment partners based on client sites.
- Redesigned the permanent recruitment strategy.
- Managed all vacancies – contingent, permanent, and executive search.
- Developed candidate attraction projects.
- Supported hiring managers by developing interview plans, scoring, and managing the feedback processes.
- Immersed Operam's team in Tullow's organisational culture.
- Provided weekly client reports, and monthly tax and spend reports.
- Supported and influenced D&I strategies.
- Facilitated executive search activity with major recruitment providers for senior/leadership team roles.

Location: UK & Africa

Type of Service: Recruitment in-sourcing and MSP

Annual Spend: £26m

Timeframe: Dec 2019 – Present

Functions: Engineering, Legal, Commercial, Facilities, Logistics, Health & Safety, Operations, Supply Chain, Operations & Production

Placements: 100 roles – ongoing

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Success Story

In 2021, Tullow's strategy was to take over the operation of an FPSO, which had previously been managed by a third party. Tullow tasked Operam to fill 45 roles in 8 months. This was delivered ahead of schedule, as shown below. The result was the delivery of significant value back to the client.

Project details:

- Project: Operations & Management
- Location: Ghana
- Type of Project: Recruitment outsourcing, RPO
- Size of the Project: 45 headcount
- Timeframe: November 2021 – June 2022
- Functions: Operations & Maintenance
- Placements: 45

The success: To fill all 45 vacancies for the Operations & Maintenance team:

- Screened Applicants: 7,524
- First Round Interviews: 150 (Operam attended)
- Second Round Interviews: 107 (Operam supported where required)
- Placements: 45
 - Direct / Operam: 23 (51.1%)
 - Internal Applicants: 15 (33.3%)
 - PSL: 7 (15.6%)

Cost Savings: **£180k**