

# Thomas Wilson

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## SUMMARY

Dynamic and motivated recruitment professional with over 3 years experience working both internally and externally.

## PROFESSIONAL EXPERIENCE

**Jan 18 – Jan 20**

**BASF Services Europe GmbH (Berlin)**

BASF is one of the largest chemical producers in the world with over 115,000 employees globally. The site in Berlin provides support in areas of Finance, Controlling, Procurement and HR to partners within the European BASF Group.

### **Recruitment Advisor and Key Account Manager to UK**

#### **Achievements:**

- Managing a high volume of full life cycle recruitment across several BASF sites within the UK.
- Recruiting across the following sectors: Admin & Support, Engineering, Finance, HR, Health & Safety, IT, Legal, Marketing and Sales, Procurement, Production and R&D.
- Ownership and responsibility for all UK roles that were assigned to the Shared Service Centre. In addition to this responsibility for associated KPI's and communications between Berlin and the local HR/ line managers.
- Successful onboarding of 60+ external employees for 2018 across various business units. Roles ranging from apprentices to senior management level positions.
- Started and ran a successful project on Advert Attractivity, presented my project at an EMEA Recruitment Expert meeting.
- Introduction of more cost-effective recruitment channels specific to the UK.
- Successful negotiation and renegotiation of terms with external suppliers/agencies along with procurement processes.
- Efficient time management between various stakeholders and requisitions. The average number of active requisitions totalling around 30+ at any given time.
- Effective delegation of work to recruitment officers to ensure tight deadlines are met.
- Providing mentorship and coaching to junior colleagues on recruitment practices and processes.
- Actively contributing to the monthly talent acquisition department meetings, focusing on improving processes and conceiving new business strategies.

**Jan 16 – July 17** **NRL Recruitment Group Ltd (Woking, UK)**

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A medium sized recruitment agency focussed on the engineering sectors with 9 offices across the UK with around 200 staff. This branch was initially called Petrolic when joined and was bought by NRL. Petrolic was a well-known agency within the oil and gas sector.

## Recruiter

### Achievements:

- Helped branch transition from predominantly oil and gas recruitment into a range of other sectors such as rail, civil engineering and nuclear.
- Worked closely with existing larger clients to support roles across all business areas such as commercial, operations and project management.
- Opened opportunities with clients to work on some of UK's largest engineering projects, Hinkley Point (£18bn nuclear new build) and Thames Tideway (£4.2bn super sewer servicing London).
- Grew account with CH2M by 900% which subsequently put NRL into the top 5 agencies on the Preferred Supplier list. This was achieved by working on all roles in different business functions, such as support, commercial, project management and sales roles.
- Provided guidance/advice on IR35 (governmental regulations on contract workers) changes, involving tax laws on public funded projects, to contractors and clients.
- Branch super user, trained colleagues and offered support with IT and CRM/ATS software. Part of the database skilling project, to streamline recruitment processes. Offered design and feedback changes to the CRM/ATS system.
- Successfully transferred over 130 de-selected agency workers from various agencies working for Jacobs engineering to NRL (RPO function to Jacobs).
- Provided expertise and advice for hiring and referral processes to hiring managers within Jacobs engineering.
- Provided salary benchmarking to clients across all sectors for all job functions.
- Developed business strategy and coordinated with marketing to increase NRL's brand awareness within new sectors in line with new clients and projects.

Various roles between graduating and starting at NRL, please ask for further details.

## EDUCATION

2011 - 2014      BSc Geology, Royal Holloway, University of London

## TRAINING

2019      UiPath advanced developer training