

## Our commitment to your service

### Precision Recruitment for Energy Experts

We don't just fill roles; we deliver the specialised talent that powers your projects and drives your business forward.

At Fint, we combine deep sector expertise with a modern recruitment model to solve your most critical hiring challenges.

Our commitment is to save you time, reduce risk, and connect you with exceptional professionals who are ready to perform from day one.



### A Risk-Averse, Partnership-Focused Model

We believe your satisfaction measures our success. Our transparent fee structure is designed to align with your goals and de-risk the hiring process:

- For Non-Managerial Roles: A simple, competitive fixed fee. You incur no cost until we successfully present a candidate you choose to interview.
- For Managerial & Executive Roles: A competitive fee with a limited initial engagement fee, demonstrating our mutual commitment to finding your next leader.

### Data-Driven Recruitment. Guaranteed Results

We empower your business with strategic hiring solutions and transparent metrics, ensuring you get the right talent—fast.

### Our promise to you



#### Global Sourcing

We proactively tap into regional and international talent pools to find the perfect candidate for your unique needs, strengthening your vision and strategy.



#### No Second Interview, No Fee

We de-risk your investment. You only incur a cost once a candidate successfully reaches the second interview stage with the hiring manager.



#### Key Recruitment Metrics

We provide full transparency with actionable data, so you never have to guess about your hiring process.



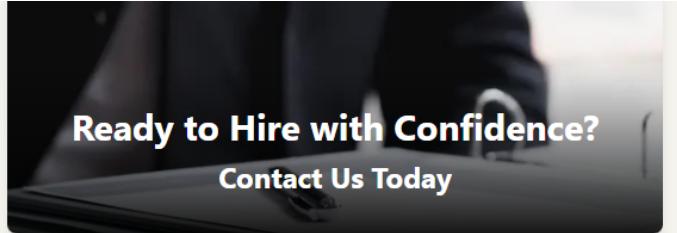
## **YOUR ADVANTAGE: Transparency & Data-Driven Insights**

We provide clear analytics that give you a competitive edge:

- Candidate Scorecards: Objective ratings and insights on every shortlisted candidate.
- Talent Mapping: Gain a comprehensive overview of the available talent in your market.
- Efficiency Metrics: Benefit from a streamlined process with competitive times for selection and a faster time-to-hire, getting your people in place quicker.

## **Your Investment is Protected**

We stand behind our placements. Our service includes a 3-month replacement guarantee, giving you peace of mind that your investment is secure.



**Ready to Hire with Confidence?**  
**Contact Us Today**