

MOBILIZING TOP TALENT ACROSS CONTINENTS



DRAKE

GLOBAL TECH

Mobilizing Top Talent Across Continents

ABOUT DRAKE GLOBAL TECH

Might the global pool of talent be a solution for your organization? Drake Global Tech is a division of Drake International specializing in global & local recruitment in the following industries:

EPC/EPCM
CONSTRUCTION
MINING
OIL AND GAS
RENEWABLES (SOLAR AND WIND)
BIOTECHNOLOGY
TELECOM/IT

We assist companies around the world whose ability to grow and create profit is being impacted by human capital shortages. Drake Global Tech leverages our worldwide resources and expertise to provide the very best in international recruitment and talent management services.

THE GLOBAL TECH STANDARD

At Global Tech we are looking to establish long-term partnerships that challenge each party to grow together.

BENEFITS TO YOU:

- Take advantage of our team's high level of expertise in global recruitment
- Leverage a niche market player
- Our team understands your company's needs from a human capital perspective
- We guarantee our premium level of service
- We only source the top 20% of candidates for our clients
- Global Tech is on the forefront of recruiting technology and trends
- We have access to the unavailable talent pool outside of typical job boards that most recruiting agencies employ

"Thanks for all your help guys. The people we've hired from Global Tech to date are all superstars."

Geoff Stoker-Lavelle
Senior Director, International Logistics and Development
Skypower



GLOBAL TECH AFFILIATIONS

We pride ourselves on our global affiliations including:

- Proactive membership with Mining associations with global reach (PDAC, South African Chamber)
- Sponsorships of Mining, Oil & Gas, Construction, and Energy events
- Attendance at several industry events in the mining, energy and telecomm verticals
- Personal client interviews with C-Suite executives across various industries

12 STEPS TO GLOBAL TALENT ACQUISITION

1. **EVALUATE YOUR NEEDS:** Create a job specification and evaluate your working environment
2. **JOB PROFILE:** Formulate a detailed job description
3. **TOP PERFORMER PROFILE:** Uncover the skills, knowledge, and behaviours of successful individuals in similar roles within your organization
4. **CANDIDATE SOURCING:** Source candidates through our global talent pool, traditional media, social media, networking, and our specialist referral network
5. **SCREEN:** Pre-qualify candidates to develop a shortlist of top performers
6. **INTERVIEW:** Develop behavioural interview questions to distinguish top performers from counterfeit candidates
7. **ASSESS SKILLS:** Validate the candidate's background with ability, aptitude, and occupational skills testing, in addition to desktop applications testing (if required)
8. **P3 ASSESSMENT:** Conduct a psychometric assessment of the candidates to understand their personal strengths, leadership style, decision-making style, energy level, motivational needs and stress levels
9. **REFERENCE AND BACKGROUND CHECKS:** Verify employment history and background, including criminal and credit checks
10. **FINAL SHORTLIST OF CANDIDATES:** Presentation of our top performer candidates and consultation on final selection
11. **OFFER NEGOTIATION:** Assist with offer presentation and negotiation
12. **PI+:** Help your newest team member become productive faster!

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For more information on the benefits of partnering
with Drake Global Tech, please contact us at

 **416 216 1114**

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Global Reach

Drake Global Tech has access to a global pool of executive talent that spans across:
Australia | China | LATAM | New Zealand | North America | Philippines | South Africa | UK