



PROFESSIONAL PERSONNEL SUPPLY

Outstaffing and workforce solutions for construction, oil & gas, industrial and infrastructure projects

PROFESSIONAL PERSONNEL • FAST MOBILIZATION • QUALITY CONTROL

RCC builds teams around specific project requirements and schedules — from individual specialists to comprehensive workforce solutions.

RCC OUTSTAFFING SERVICES

We provide qualified personnel for work at client sites. RCC takes responsibility for recruitment, employment administration, mobilization and workforce support, while the client receives a ready-to-deploy resource for operational tasks.

TALENT POOL	FAST MOBILIZATION	INDUSTRIAL PROJECTS
several thousand specialists*	according to project needs	oil & gas • refineries • construction

What the client receives

01	Recruitment Selection of specialists by profession, qualification, experience and project requirements.
02	Mobilization Formation of the required team and deployment of personnel to the site within agreed timeframes.
03	Documentation Organization of employment and related personnel procedures in accordance with the legislation of Kazakhstan.
04	Support & Control Workforce support, discipline, HSE and quality coordination throughout the project.

* The phrase “several thousand specialists” is included as the company’s stated workforce reserve and should be verified against internal HR records before final publication.

PROFESSIONAL PERSONNEL

We build production and engineering teams according to the client's requirements. Below are the main personnel categories available for project deployment.

WELDING PERSONNEL TIG / MIG-MAG / MMA welders • argon welders • gas welders • process piping welders	MECHANICAL & PIPING Mechanical fitters • pipe fitters • steel structure erectors • spool assemblers
RIGGING & LIFTING Riggers • rigging crews • signalers / banksmen • lifting equipment operators	SCAFFOLDING Scaffolders • scaffolding erectors • safe access specialists
ELECTRICAL Electricians • electrical installers • cable technicians • electrical equipment specialists	INSTRUMENTATION & CONTROL Instrumentation technicians • instrument fitters • automation specialists • control system technicians
CIVIL & GENERAL CONSTRUCTION Concrete workers • rebar workers • carpenters • general workers • helpers	ENGINEERING PERSONNEL Construction supervisors • mechanical engineers • piping engineers • welding engineers • planners • QA/QC
HSE / SAFETY HSE specialists • occupational safety engineers • industrial & fire safety specialists • environmental specialists	PROJECT MANAGEMENT Project managers • construction managers • supervisors • foremen • coordinators • administrative personnel

Additional personnel categories

Surveyors • cost estimators • technical office engineers • planning engineers • document controllers • warehouse and logistics personnel • drivers • heavy equipment operators • administrative personnel.

PROJECT EXPERIENCE & INDUSTRY EXPERTISE

RCC focuses on projects where rapid deployment of qualified teams, compliance with HSE/QA/QC requirements and experience in industrial environments are essential.

PPCP	Pavlodar Petrochemical Plant Pavlodar Oil refining • industrial production
ANPZ	Atyrau Refinery Atyrau Oil refining • maintenance • technical works
TCO	Tengizchevroil / Tengiz Atyrau Region Oil & gas • construction • operational support
NCOC	North Caspian Operating Company Atyrau / North Caspian Oil & gas • contractor projects • technical personnel
KPO	Karachaganak Petroleum Operating Western Kazakhstan Oil & gas • contractor works • qualified personnel

Why this experience matters to the client

- Experience in environments with strict industrial safety requirements and personnel access procedures.
- Experience in building workforce, engineering and management teams for different project stages.
- Ability to provide individual specialists as well as complete multidisciplinary teams.
- Focus on qualification, discipline, HSE compliance and quality of execution.

Note for final publication: client names and specific statements regarding outstaffing experience should be verified against RCC contracts and references before public release.

HOW WE MEET YOUR WORKFORCE REQUIREMENTS

01

Request

We receive the requirements: headcount, professions, qualifications, schedule, location and duration.

02

Selection

We identify suitable specialists from our workforce reserve.

03

Verification

We verify qualifications, documentation and compliance with project requirements.

04

Mobilization

We organize employment formalities and deployment of personnel to the project site.

05

Support

We provide HR and administrative support throughout the project.

RCC — PROFESSIONAL PERSONNEL, READY FOR YOUR PROJECT.

Skilled workforce • engineering personnel • HSE • QA/QC • project management

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Legal note: personnel supply services in the Republic of Kazakhstan are regulated by the Labour Code of the Republic of Kazakhstan, including provisions concerning the supplying and receiving parties. The final commercial brochure should undergo internal legal and factual review before publication.