

Curriculum Vitae

Personal Details

Name: James McChrystal
Date of Birth: 4th January 1983
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Education

St. Mary's College 1994 – 1999
Wallasey Village, Wallasey

Professional Qualifications

Customer Service NVQ III NVQ III Merit 2001
Basic Resource Skills Passed \ Certified 2005

Personal Profile

An accomplished Recruitment professional with 10 years of successful experience in leading all phases of recruitment and sourcing across all industries specifically, Oil & Gas, Infrastructure, Rail and Heavy Civil's

Working in the Middle East since 2007, 4 years in Bahrain, and currently based in the U.A.E. My Current position is Oil & Gas Divisional Manager for ACRWORLD, I ma responsible for building this sector for the business in the Middle East.

Vast knowledge of the Middle East market and culture, and have an excellent track record of attracting high calibre professionals to the region.

Work History

ACRWORLD – Dubai
Aug 2014 - Present
Divisional Manager - Oil & Gas MENA

Responsible for the Oil & Gas sector in the Middle East. Predominately focused on working with International Engineering companies and supporting them with recruitment for their major Onshore and Offshore projects.

I manage the full recruitment life cycle, from the initial engagement with the client, to sourcing and shortlisting candidates for their requirements. Also involved with the on boarding of the candidates if the client requests.

At any time I am working on 50+ mid-senior level requirements for my clients.

Burdock Project Consultants – Abu Dhabi

Aug 2011 – July 2014

Recruitment Manager (Middle East)

Reporting to the company owner, I was responsible for the operations in the Middle East (UAE, KSA, Bahrain, Qatar, and Iraq) where I managed a team of 5 Recruiters.

Working with major companies in the Oil & Gas sector I am responsible for ensuring the team deliver to meet our client's requirements.

As well as managing a team of consultants I am involved in the full recruitment cycle, from meeting with clients and being briefed on the requirements to the sourcing of candidates and prequalifying them for the client's requirement. I am involved from initially identifying the candidate right the way through to negotiating offers and assisting with obtaining the visa and mobilisation.

I have a team of 5 consultants working under me. It is my job to ensure they reach their targets and give them the support and tools they require to do this.

Responsibilities:

- Business Development - Targeting potential clients and managing existing clients.
- Review and Design recruitment strategies to ensure we deliver to our client's needs.
- Plan, proactively source, interview, candidates.
- Employing Internal employees,
- Mentor and guide team members to improve skills and ensure recruitment best practice is followed
- Ensure consultants are hitting their targets and providing support for them to achieve this.
- Company Administration - Managing P&L, Government liaising, ensuring company licenses are kept up to date.
- Networking at industry events with clients/candidates and promoting the company

Clarendon Parker Bahrain

Oct 2007-July 2011

Kingdom of Bahrain

Senior Recruitment Consultant

I was brought in by senior management to start up the Construction and Engineering desk for the Bahrain office. Through dedication and hard work I built the construction desk from zero to being the most profitable desk for the company.

During my time at CP Bahrain I consistently exceeded my targets and built a solid client database working with some of the major companies in the Construction industry. I have an excellent understanding of client needs and what their requirements are.

At any time I would be working on 50 mid-senior level requirements, and would manage the full recruitment process from identifying candidates, conducting initial interviews, shortlisting candidates to submit to client, and arranging candidate/client interviews. Also involved in the contract negotiations to ensure both parties got the best deal.

When I left CP Bahrain I was a senior member of the team and reported directly to the Operations Manager and the owner of the company.

Compass Employment Services

Oct 2006 – 2007

Liverpool, United Kingdom

Senior Recruitment Consultant

I worked in serviced offices in Liverpool and I was reportable to the Compass Employment Services Group Manager. We turned over just over £6 million in our first year and that figure is likely to be £8.5 in our second year.

I was brought in by my Manager from my previous company as he had confidence in my ability to win new business. Me and my Manager were responsible for bringing in all external business. Our Desk was making £7,500 per week gross profit margin. This was our peak season but on average we will do between £4,000 and £6,000 with about 50-70 men out. At the time we were a new company and the industry we were in was very competitive but we have found ourselves on the PSL for numerous major shop fitting clients. All of these companies had the business available for us to double our figures in the following 12 months, if our relationship continued to grow in the manner it had done.

In the Satallite office I had a small team working under me which include a Junior Consultant and a Receptionist. I was responsible for training the Junior Consultant and getting him to a level where we could promote him to Consultant level.

Quay Recruitment

Nov 2005 – Oct 06

Liverpool, United Kingdom

Recruitment Consultant

At Quay Technical Recruitment I was brought in to help start a new trade and Labour desk as a Trainee Recruitment Consultant. There was myself and two others in the office and we were answerable to the Director who was based in Milton Keynes.

It took me roughly three months to be competent in this sector before I was given a pay rise, made a full consultant and given my own desk. During this time I was making anywhere between £1,200 per week gross profit margin and in the peak season £3,000 per week with up to 35 men.

I was successful in bringing on some major accounts, some of which had me placed on their preferred suppliers list. Interserve, David Macleans, Taylor Woodrow. This was evidence of my ability as a consultant to win new business.

I left Quay when my old boss's asked me to help them set up a new Shop fitting Recruitment Company and look after the Merseyside region for them.

Best Connection Recruitment

Aug 2005 – Nov 2005

Liverpool, United Kingdom

Trainee Recruitment Consultant

I joined Best Connection as a Trainee Recruitment Consultant and working in the Industrial and Transport sector.

John Lewis Partnership

Aug 2001 – June 2005

Liverpool, United Kingdom

Sales Manager

Beatties Department Store

Jul 1999 – Jul 2001

Birkenhead, United Kingdom

Sales Assistant