



Helping Equinor recruit senior talent to transition to tomorrow's workforce



Equinor is an international energy company that is committed to long-term value creation in a low-carbon future. With a mission to turn natural resources into energy for people and progress for society, Equinor has a global footprint which spans 30+ countries and is comprised of c.21,000 employees.

“As we proceed with the energy transition using digital technology as an enabler, the acquisition of the best leadership talent in the market, particularly in skill shortage areas such as digital and renewables, is of critical business importance to Equinor. With the help of the dedicated AMS executive search team, we have a seamless solution that is very high quality, but also cost effective, integrated into the wider AMS delivery team, and as a result 100% compliant.”

Stian With
Global Head of
Attraction, Recruitment
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To supercharge the energy transition and remain an industry leader in carbon efficiency, a strong pipeline of talent is vital. Equinor needs decision makers and leaders that align to their vision of tackling climate change and pushing through boundaries to truly make a difference.

The challenge

Equinor needed to attract leaders from the external market in disciplines that were not previously core to their business, particularly in Renewables and Digital. Once identified and brought into the business, these leaders are the pipeline of future talent for the executive roles in Equinor and are therefore critical hires.

To complicate matters, global talent shortages, varying processes and a strong focus on compliance and cost needed to be considered. Equinor needed a more cost efficient, standardised and compliant approach to attracting senior talent from the external market.

The solution:

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Equinor partnered with the AMS executive search team, who in turn focused on a two-pronged approach: qualitative metrics and research allied with best-in-class sourcing.

The market and competitive intelligence team and the AMS executive search team carried out research on talent markets (and locations) that were new to Equinor, which in turn led to decisions being made on where critical hires should be located. On the basis of this research, talent was approached, attracted and recruited. The executive search team leveraged the in-depth knowledge and understanding that the existing embedded RPO (Recruitment Process Outsourcing) team from AMS had about the internal culture within Equinor, which ensured all processes ran smoothly and compliantly.



For an organisation that needed to swiftly bolster their leadership talent, this partnership enabled critical leadership positions to be filled. The outcome meant that Equinor could feel comfortable that these candidates had a high touch candidate experience that was aligned to the necessary internal standards required, and this was all provided at a cost much lower than was previously possible.



The impact:

- Delivered numerous successful searches in critical business areas (Renewables and Digital)
- Alignment with Equinor's talent acquisition strategy with a focus on quality, simplification, standardisation, and reduced risk.
- Scalable and flexible approach to ensure a positive candidate and hiring manager experience.
- Circa 40% cost reduction compared to previous approach
- A service that bridged the gap between the scope covered by the established RPO service and traditional executive search firms.