

The logo for Hard Hat Recruits features the words "hard hat" in a large, bold, yellow font with a black outline, and "recruits" in a smaller, white font with a black outline. The background of the logo is a stylized, grey silhouette of an electrical pylon and power lines.

**hard  
hat** recruits

**TECHNICAL + EXECUTIVE**

**We have a deep  
understanding of the  
market and its' roles**

## **OUR HISTORY IN YOUR SECTOR**

Hard Hats or HH as we have become known was created in 2012 following a client request for a spin off from its sister company, edenfx HSE Recruitment. Clients had enjoyed the level and quality of recruitment service at edenfx for Health and Safety professionals and so Hard Hats was formed specifically to work in the industrial technical and executive field and gravitated towards the electricity and utilities sector.

In 2015, HH were invited to tender for work to provide all supplementary recruitment services to Northpower and were successful in this exercise. Acting as the true business partner to the organisation, HH was able to support hiring managers across all locations and for all levels.

The team have, over the years, recruited Project Managers through to linesmen and whilst we do not work in the labour hire area, as our client we support you on whatever you need to ensure you get the job done. If you need a Regional Manager, Procurement Manager or a Cable Joiner, we can help with ALL..... nothing is too much trouble.

As a result of being given this opportunity over the years, HH has built up an extensive niche database and have access to highly competent and qualified people in your sector. We are of course, exceptionally grateful for this opportunity and have extended our offering to work across all energy and utility providers on a no poach and no compromise basis.

We would love to work with you on your positions to support the sector and so please contact Alison Gill, Managing Director for an exploratory chat and to help with longer term workforce planning and engagement.



**We have over 5  
years experience in  
the electricity and  
infrastructure  
sectors**

## WHY USE US?

- 5 years solely operating in the electricity and infrastructure sectors
- Operate as a full-time or part-time, in house provider in your own recruitment teams
- Strength in our talent database
- Able to benchmark industry roles
- Provide labour market testing as a normal part of service for immigration
- Deep understanding of the market and its' roles
- Well connected
- Bespoke exercises
- Work as consultants NOT recruiters
- Treat people as people and not a number or a fee for service

## WE HAVE A FANTASTIC, TIGHT TEAM, WHO...

- Understand your business
- Operate a no poach policy
- Work for YOUR brand
- Are relationship based
- Provide stability in your staffing
- Provide certainty in delivery
- Love workforce planning with you

We are no risk, no fuss, qualified professionals who just love working in this field. Please help us to help you by choosing a business that is fully NZ owned and operated.

Please call one of the below with your initial enquiry and we will work through your needs and explain our service in detail.

Alison Gill  
Managing Director CMIInstD, CMIOASH

## HERE'S WHAT NORTHPOWER HAVE TO SAY ABOUT US

"Here is a NZ owned and operated company who does what it says it's going to do – HH have been operating in the Distribution and Transmission sector as a partner to Northpower for the last 5 years and I am happy to recommend Alison and team to support your recruitment needs.

Alison is amazing to work with, very innovative and helps to create solutions to your recruit needs."

Andrea O'Brien  
General Manager - People and Capability



## CONTACT US

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# Northpower

**CONNECTING THE  
BEST CLIENTS &  
JOB SEEKERS**

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