



Placing the right **Energy & Utilities** Talent

Morson is proud to be the UK's largest
Engineering Recruiter.

www.morson.com

PERM RECRUITMENT





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Head office

Adamson House, 2 Centenary
Way, Salford, M50 1RD

0161 707 1516



Talent for today, tomorrow and the future

Morson Group is a diverse and global collection of businesses, who over a 55-year history, have built on our reputation as a recruitment agency to offer talent acquisition, consultancy, training, recruitment technology and screening services across the UK, US and Canada.

We're not just about placing talented people in the right roles with exciting organisations, we're collaborating with businesses and education providers to invest in talent and pave the way to a diverse range of career opportunities for future generations.

55+
years' experience in
the industry

£1.33bn
record Group turnover
2023

1,674
colleagues across the
globe

UK's No.1
technical recruiter

£650m
annual MSP and sole
supply spend

16,750
contractors paid
weekly

Our group offers a unique depth and agility.

Recruitment brands



Global recruitment brands



Consultancy



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Our expertise

What we do

We are committed to making the world more sustainable for future generations by connecting exceptional talent with purpose-driven organisations shaping the UK’s Engineering sectors.

Our expertise spans Design, Engineering, Project Management, HSQE, Commercial, Contracts and Procurement. We partner with Owners, Operators, Principal Contractors, and Consultancies to deliver tailored, permanent talent solutions that drive impact.

Guided by our core values—care, courage, curiosity, and collaboration—we provide an outstanding customer experience and hold ourselves accountable in every endeavour.

Our track record speaks for itself. From landmark projects like RRSMR and the Urenco enrichment plant to scaling teams efficiently for complex engineering challenges, we deliver with excellence, adaptability, and a true partnership approach.

£300m+

of our turnover is generated via the Energy & Utilities industries

29 days

reducing time to hire periods

500+

engineering specialist recruitment consultants across UK

Specialist

consultants focussed on building permanent talent pools

Excellent

in Candidate Satisfaction Scores

With the freedom to think differently, our diverse team work in partnership with organisations and candidates, harnessing the latest technology to build teams and source niche skill sets.

Individually, our educated consultants are specialists; together, they combine their expertise to offer a one-stop-shop for organisation working across the engineering sectors.

Example clients

Amey



ATKINS

Jacobs

AECOM



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Locations & sectors

Strategically located across the UK & beyond.

We have branch offices located at our customer sites, which enables us to tap into local market knowledge, communities and initiatives to build sustainable talent pipelines.

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POWER

UTILITIES

NUCLEAR & CLEAN ENERGY

EV & BATTERY
STORAGE

PROCESS & CHEMICAL

MANUFACTURING
& LOGISTICS



Roles we recruit for

HSQE

- Regulatory
- Health & Safety
- Quality
- Environmental
- Compliance

Operations & Maintenance

- Manufacturing
- Plant Based
- Logistics
- Operators
- Technicians

Project & Programme Management

- Project Coordination
- Project Management
- Program Management
- PMO & Governance
- Construction Management

Engineering & Design

- Mechanical
- Electrical
- Control & Instrumentation
- Systems
- Process & Chemical
- Civil & Structural

Project Controls

- Project Controls
- Scheduling / Planning
- Cost Engineering, Estimation, & Control
- Risk
- Change Control
- Reporting / Earned Value Management (EVM)

Commercial, Contracts & Procurement

- Quantity Surveying & Commercial Management
- Pre & Post Contracts
- Claims Management
- Procurement & Purchasing
- Supply Chain & Logistics
- Strategic & Operations Procurement

State of the market

We analyse and use data from multiple inputs to ensure we know how to react to challenges in the industry.

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500k new jobs
needed to support
the green economy
by 2050

[facts-and-stats-engineeringuk-jan-24.pdf](#)

48% of UK
workforce is made
up of women, yet
only 16.5% in
engineering

[facts-and-stats-engineeringuk-jan-24.pdf](#)

Engineering
industry employs
6.1million people in
the UK

[facts-and-stats-engineeringuk-jan-24.pdf](#)

87,000 nuclear
talent pool, needs
to treble to meet
governments
target of 24GW in
nuclear energy

[NIA Jobs Map 2023 by Nuclear Industry Association - Issuu](#)

£149bn in
economic activity
across the energy
sector and supply
chain

[The UK Energy Industry in Numbers](#)

642,100 People
currently
employed in the
Energy & Utilities
Sector

[The UK Energy Industry in Numbers](#)

312,000 New
People need to be
attract into the
Utilities & Energy
sector by 2030

[The Energy & Utilities skills](#)

156,900 new talent
needed within
power industry to
meet UK Clean
Power 2030
targets

[The Energy & Utilities Skills](#)

RPO1



SMR

Rolls-Royce SMR

Supporting the UK's Largest Start-Up

Rolls-Royce SMR's small nuclear reactor (SMR) programme is the first of its kind in the UK. The Rolls-Royce SMR (RR SMR) is a world-class global product for a global market – using established nuclear technology and a UK-based team to build on decades of engineering, manufacturing and nuclear reactor design experience. They offer a radically different approach to delivering nuclear energy, with a 90% factory-built solution, which drastically reduces project risk, shortens construction times and increases delivery certainty.

<0.25%

candidate attrition pre-start

425

new colleagues provided since 2022

567

vacancies across 301 roles

26 days

time to offer

Increased

female and ethnicity representation

In 2022, Rolls-Royce SMR appointed RPO1 – part of the Morson Group – to support their internal talent acquisition team and scale up recruitment for their entrance into the market.

The solution

- Full implementation covering ATS implementation, Vencuro, stakeholder engagement, process guides and EVP collateral.
- Provision of a programme manager plus a scale up/down team of up to 17 specialist Morson Group recruiters.
- Onboarded a specialist supply chain focused on diverse SMEs as well as industry leaders.
- Provision of fully digital approval process and digital recruitment journey.
- End-to-end recruitment visibility provided via our real-time dashboards
- Enhanced candidate attraction leveraging a dedicated landing page, PR campaigns, branded WiSE campaign and multiple diversity job boards.
- Delivered a customised candidate vetting process through Morson Screening.

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Urenco

An agile embedded talent solution designed to fulfil complex and hard to find talent requirements

Client relationship is over 50 years old starting from SOW provision, then into an MSP and now into a holistic RPO solution including SOW, contractors, contract administration and early careers.

The challenge

Due to the highly regulated nature of the industry, the ageing population of skilled workers and a relative skill shortage for these roles, Urenco were finding it hard to attract quality candidates and required a partner that could manage the day to day activities whilst providing distinct added value and a sustainable sourcing strategy.

Our team encountered various obstacles since the screening needs for these roles, being sensitive in nature, frequently require quick turnaround times. Moreover, specialists with niche skills are usually found in restricted talent pools.

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The solution

- Fully branded onsite team comprising of sector experts and programme lead
- Utilisation of wider Morson Talent vertical market leads enabling rapid scale up of capacity and capability.
- Bespoke build of Vencuro including ReciteMe technology
- End-to-end visibility of the recruitment process through Vencuro
- Bespoke early careers advisory
- Skills and market insight reporting
- Creation of hiring manager collateral to improve process adoption
- Provision of real-time management information

20
time to approve
reduced by 20
days

40
time to offer
reduced by 40
days

15
contract
issuance reduced
by 15 days

Severn Trent

Implementing a third-generation MSP to add value beyond recruitment

Severn Trent is the UK's second largest water company. Serving 4.8 million homes and business customers in England and Wales, its region stretches from mid-Wales to Rutland and from north and mid-Wales, south to the Bristol Channel and east to the Humber. The company delivers almost two billion litres of water every day through 50,000km of pipes.

We are also supporting Severn Trent in their Permanent hiring.

£16m

contract value per annum

150

diversity questionnaires completed within 3 months of MSP

175

contractors migrated with 0% attrition in two phases

25+

new hires per month

200-250

contractors managed at any one time

Seamless Transition

We launched our £16m per annum contract with Severn Trent in September 2023, smoothly migrating 175 contractors and supporting recruitment across key regions and roles.

Enhancing Inclusion


Our ED&I initiatives, including a diversity questionnaire completed by 96.1% of contractors, have improved workforce inclusivity beyond industry standards.

Data-Driven Hiring

We introduced Vencuro and real-time reporting tools to enhance recruitment visibility, workforce planning, and diversity tracking.

Optimised Onboarding

By streamlining processes and implementing structured check-ins, we reduced onboarding delays and improved candidate experience.



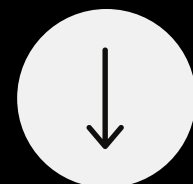
We pride ourselves on
being a **clear, educated**
voice, in an often crowded
and competitive market.

What we offer

Our services

Each of our service lines has been purposefully developed in response to our client's needs. Our suite of services will only grow, as the world of work continues to evolve. We offer a depth and agility that is unique to the Morson Group.

Across our service lines our aim is to deliver 3 key outcomes for our clients:



Reduce cost



Increase quality



Increase efficiency

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Outsourced solutions

Managed Service (MSP)
RPO
Statement of Work (SoW)
HR Outsource

Technology

Vencuro ATS
Fit for Work app
Talent DNA app
Candidate Screening

Upskilling & reskilling

Worker Training
Pathfinders Academy
Armed Forces Veteran
Programme

Consultancy

ED&I consultancy
Candidate attraction
strategies
Pay rate management
Recruitment audit

Governance and assurance

Worker compliance

Our service is underpinned by teams of compliance and governance experts who support our clients to correctly assess tax status and avoid legal and reputational risk.

In-house and external legal experts

Team of tax experts

Right to work checks via candidate screening

PSL of FCSA accredited partners

Candidate market intelligence tools

Network of employment law specialists

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Certificate Number 12744



Certificate Number 12744



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Pay rate management

Unleashing value

We're experts in reducing employee/contractor spend and have a number of techniques to deliver significant cost savings.



We work with clients to manage and control contractor pay rates to help reduce overheads.



Pay rate benchmarking using the multi-source candidate intelligence platforms.



Gain share: we split the difference from savings generated between Morson and the client.



Total talent solutions

Collectively, we are positioned to solve our clients challenges across the Aerospace & Defence sector today, tomorrow and for the future.

This can be across managed service (MSP), RPO, Statements of Work, PSL & Training/Re-skilling solutions.

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MSP

Optimise your contractor workforce with confidence.

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RP01

Untap possibility with the complete talent solution.

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SOW

A true statement of work (SOW) solution.

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NV/PSL

Specialist disciplines and niche skill sets.

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Managed Service

MSP

Optimise your contractor workforce with confidence.

We build agile contingent workforces by managing the entire talent cycle, with a model which scales to your business ambitions.

£650m

annual MSP spend under management

1990

we implemented the UK's first managed service

£1m

average savings in the first year per MSP client (1st Gen)

80%

of our managed service clients have been with us for 15 years+

THALES

Pennant



MARSHALL



ATLAS ELEKTRONIK UK

A Morson MSP enables our clients to:

- Find the right people and managing entire contingent workforce population
- Reduce recruitment costs
- Track workforce trends
- Ensure contractor compliance and governance
- Build diverse teams and talent pipelines
- Forecast for future issues and opportunities

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RP01

High touch permanent recruitment outsourcing.

Our Recruitment Process Outsourcing (RPO) offer is brought to you by our standalone brand RP01. We can take all, or part, of your permanent recruitment requirements.

Hire

Transform

Captivate

Through RP01 we deliver more than a talent solution, we act as your in-house talent partner, instilling our expertise into your organisation whilst providing efficient and flexibility to optimise the entire recruitment process.



RP01 flexes with your specific needs, enabling clients to reach true talent potential by:

- Relieving employers and HR professionals of administrative burdens
- Delivering a seamless, high-touch experience for candidates
- Taking care of peaks and flows in demand
- Reducing costs
- Building talent brands to attract the best people
- Using data to inform hiring decisions

SOW

Statement of work. It's in our DNA.

Powerful solutions for businesses to benefit from optimal deliverables and access to the best talent, without unnecessary overheads and the added headache of IR35 compliance.

44 years

Morson Projects have constructed true SOW solutions & fixed price work packages for over 40 years

£750m

We have successfully delivered projects under SOWs with a value in excess of £750m

12,000

Since the introduction of IR35 legislation in 2000, we have successfully delivered more than 12,000 projects under SOWs

BOMBARDIER

 **Raytheon**
An RTX Business

 **LEONARDO**

 **MARSHALL**

BAE SYSTEMS



An outcome-based SOW provides solutions to several issues, including:

- Project misalignment
- Variable costs
- Lack of control
- Poor efficiency
- Inconsistent quality

Neutral Vendor

Manage your existing supply chain by combining their delivery with our market leading technology and credit facility.

Working with existing suppliers, we implement systems to allow true visibility of the recruitment process, genuine neutrality and financial stability to ensure your supply chain is engaged, compliant and ready to deliver the best talent.

A Neutral Vendor solution gives benefits such as:

- Maintain supply chains, with more control and visibility.
- Ensures compliance and authorisation procedures.
- 1 invoice for all recruitment activity
- Technology driven process ensuring managed competition in the supply chain, whilst taking away distractions of hiring managers.
- Complete suite of dashboard analysis of all metrics, monthly reporting and QBR's with the supply chain.

PSL+

Similar to a NV solution, this utilises our delivery and technology to further enhance your supply chain, whilst keeping neutrality and increasing engagement.

This hybrid model is bespoke depending on client needs. Technology ensures rules of roles released to the supply chain are followed, allowing bulk neutrality or niche specialisms to be catered for.

A PSL + give benefits around:

- Supply chain engagement
- Flexibility on niche role management
- Oversight, compliance and authorisation across the process.
- Hiring Manager control of supply chain, compliance guaranteed by the process.
- Dashboard management and information flow through the PSL, ensuring competition benefits the client.

Integrated services

We're more than just recruitment. Our service goes beyond finding the right people to realise your business ambitions.

Instead it's our mission to forge a collaborative and consultative strategic partnership. Our suite of agile solutions are for organisations seeking to enhance their capability, who need flexible, adaptable solutions to help scale, brand-led strategies to inspire, screening solutions to comply, ED&I insight to transform, training to develop or technology to streamline and accelerate.

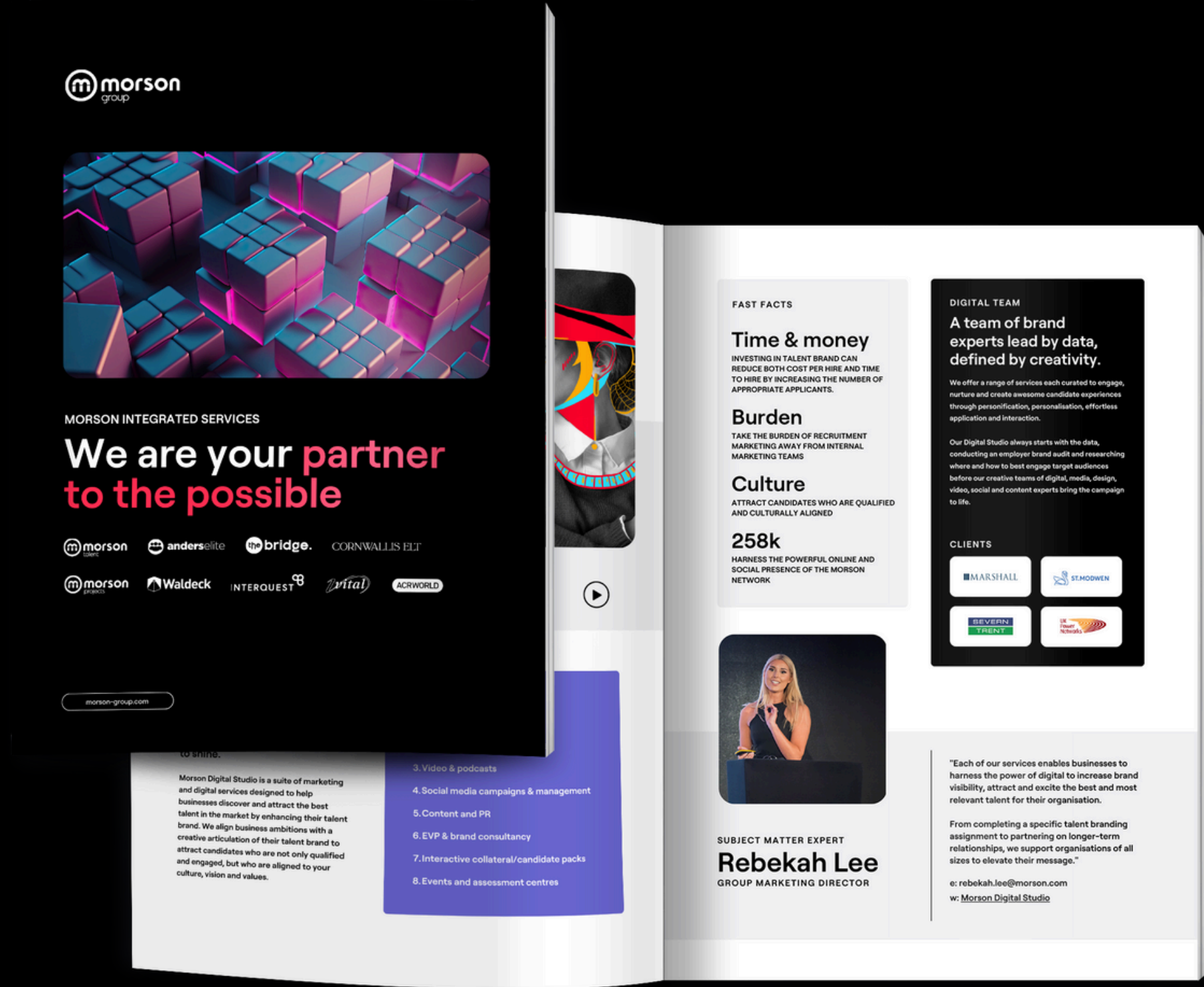
SOLUTIONS	MSP	RPO1	TRAINING	SOW	FORCES	PATHFINDERS
CONSULTANCY	AUDITING	DIGITAL STUDIO	HR OUTSOURCE	ED&I		
TECHNOLOGY	VENCURO	SCREENING	TALENT DNA	FIT FOR WORK		

We are your partner to the possible

Download our free Integrated Services brochure to find out more about our suite of agile solutions, each purposefully developed in response to our client's needs.

Download our free brochure

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Contact us

Nabeel Ashraf BA (Hons), MSc, MIRP

Associate Director

nabeel.ashraf@morson.com

morson.com