





across  
Engineering  
Sri Lanka  
Bangladesh  
focuses  
skilled  
SECONDMENT  
company  
experience  
manpower  
solutions  
CONTRACT HIRING  
personnel  
PMC  
India  
Nepal  
PETRO-CHEMICAL  
EPC industries  
Management  
manpower  
premier  
Gas  
REFINERY  
ISO 9001:2015  
active  
delivering  
Power  
talent  
multinationals  
Civil  
Heavy  
across  
construction  
Engineering  
CONTRACT HIRING  
megaprojects  
expertise  
COMMISSIONING  
Infrastructure  
Bangladesh  
Sri Lanka  
PRE-COMMISSIONING  
Oil  
Energy  
clients  
MEP  
Consultancy  
expertises  
Oil  
Energy  
Supervisory  
Indman  
PMC  
India  
Nepal  
Gas  
situations  
databank  
Heavy  
construction  
multinationals  
industries  
manpower  
premier  
REFINERY  
Civil  
Infrastructure  
Management  
CONTRACT HIRING  
solutions  
Consultancy  
Infrastructure





COMPANY PROFILE / Pre-Qualification  
Documents Confidential

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2024





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Commenced operations in year 1992 as a small organization in India has now shaped into a formidable player with enviable reputation serving EPC, Operations and Maintenance domains particularly specializing in Oil & Gas, Heavy Civil, Marine and Infrastructure.

Counting Large Multinational and Prestigious Industry Leaders as our clients and assisting them to employ, retain and maintain their requirements of Quality Project Personnel on Recruitment, Contract Hiring (short/long term) or on Secondment basis for execution of Onshore and Offshore projects around the globe.

Being in this realm since early nineties **INDMAN** from a very humble beginning has now grown to be a dependable organization with strategic presence worldwide having vivid

experience on some of the most prevalent and prominent projects supplying over 200,000 project personnel of diverse nationalities with proven and commendable experience where our clients will always be there to vouch for our impeccable ability to carry out the above mentioned services across the Globe.

With successful experience of sourcing and delivering tried and tested staffing at an average of over 8000 project based personnel per year having ratio of 1:4 of White and Blue collared staff and operatives including related Management personnel are known to be one of the best in Staffing and Recruitment business commanding a respectable equation with our Clients having retained them since inception and through thick and thin of times.

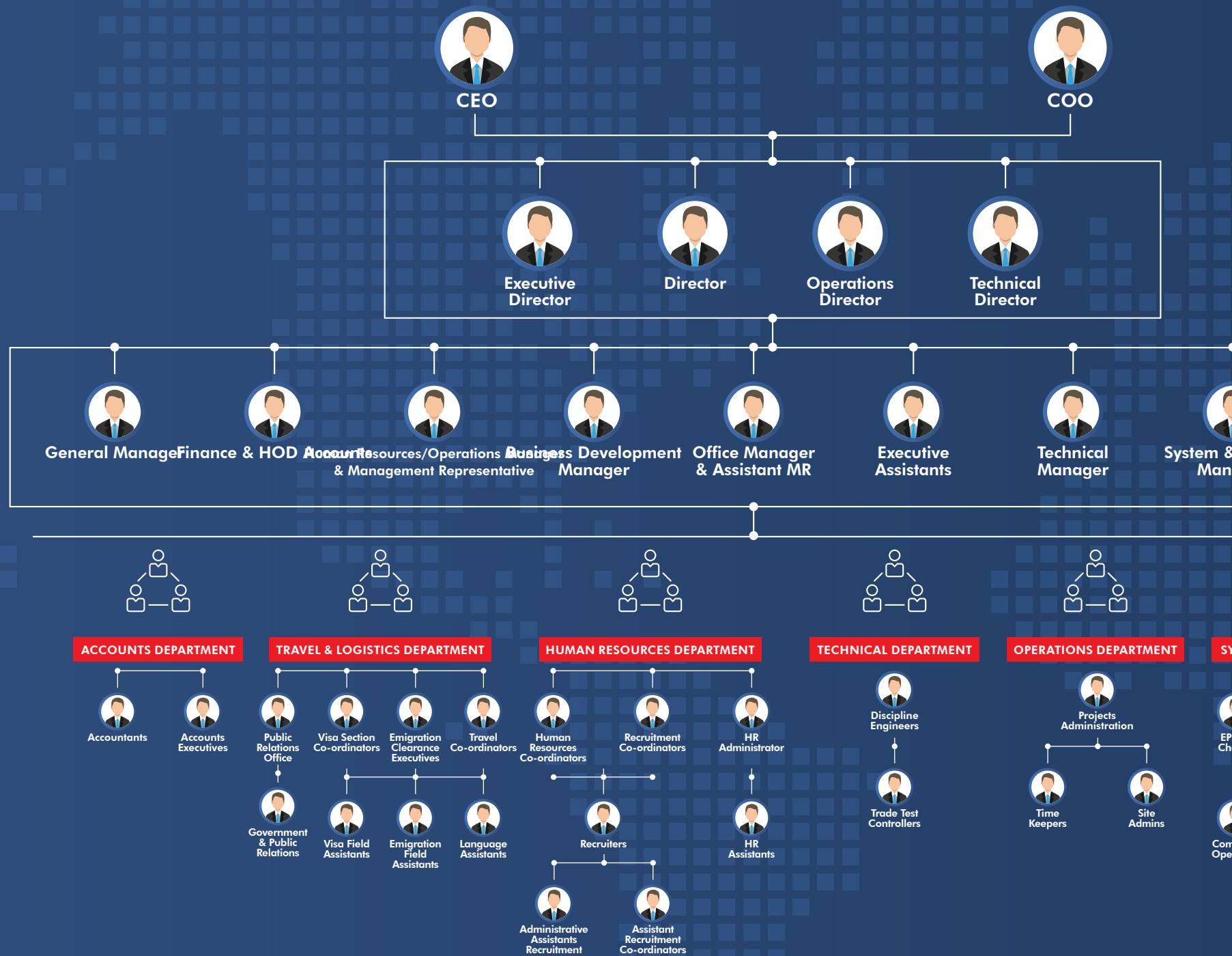
# COMPANY PROFILE

We are licensed by respective Governments in countries where we operate and carry out business of Hiring and Recruitment of personnel for Onshore / Offshore / Marine projects either individually OR with effective JV's and partnerships with local industry leaders serving major Oil & Gas / Infrastructure clients and are prequalified with prestigious National Oil Companies.

In our continuous efforts to keep abreast with industry changes we have been upgrading ourselves since year

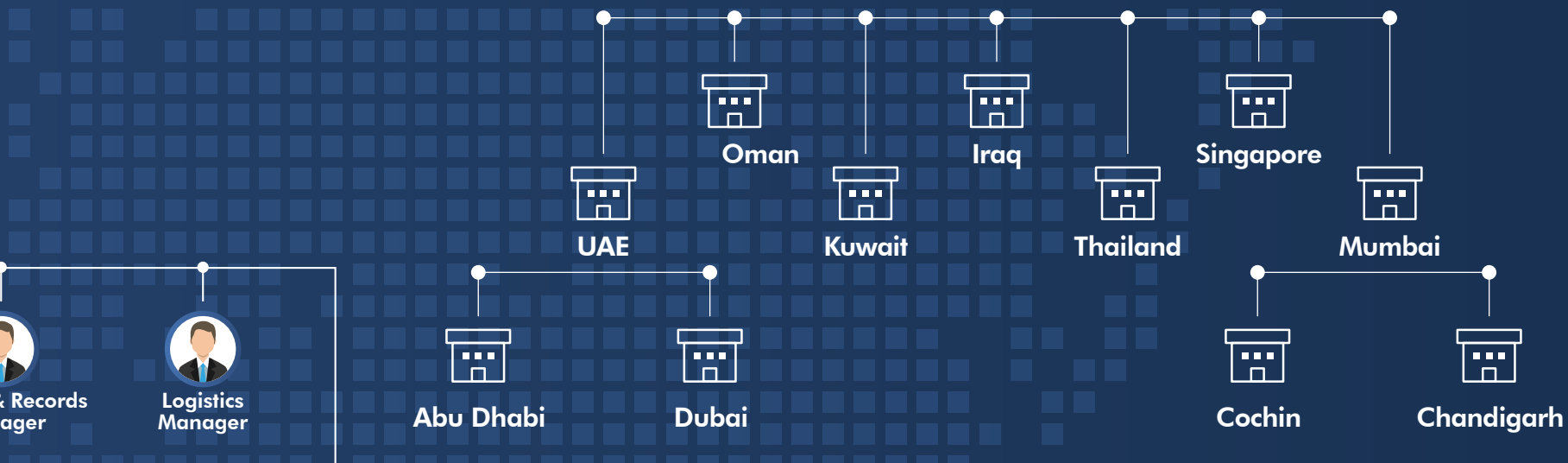
2002 being the first company to be certified under ISO 9001:2000 and since then have been upgraded to ISO 9001:2015 in year 2016 and additionally acquired certification under ISO 14001:2015, ISO 45001:2018 and ICV norms. In addition to above we are regularly audited by our clients under their mandated third party quality and process audits for which the findings can be shared on request. We are also prequalified with ADNOC for following work groups and services:

- 
- |                                                          |   |                          |
|----------------------------------------------------------|---|--------------------------|
| • Manpower Supply Services for Specialist Personnel      | – | Managerial and Technical |
| • Manpower Supply Services for Support Personnel         | – | Admin and Non-Technical  |
| • Manpower Recruitment Services for Specialist Personnel | – | Managerial and Technical |
| • Manpower Recruitment Services for Support Personnel    | – | Admin. and Non-Technical |
-

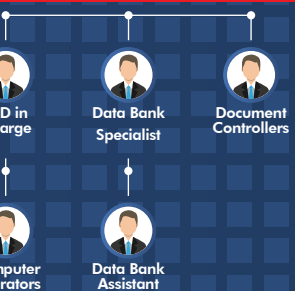


# ORGANOGRAM

## Offices & Associate Network



## SYSTEM & RECORDS DEPARTMENT



# CERTIFICATIONS



# COMPANY LICENSES

**INDMAN  
MANAGEMENT  
CONSULTANTS  
PRIVATE LIMITED**

**INDMAN MARINE  
MANAGEMENT  
PRIVATE LIMITED**

**INDMAN LABOR  
RECRUITMENT  
SERVICES**

**INDMAN  
DMCC**

**INDMAN  
RECRUITMENT**



# CLIENTS & RECOMMENDATIONS

MCDERMOTT

sicim

IMAR

SAIPEM

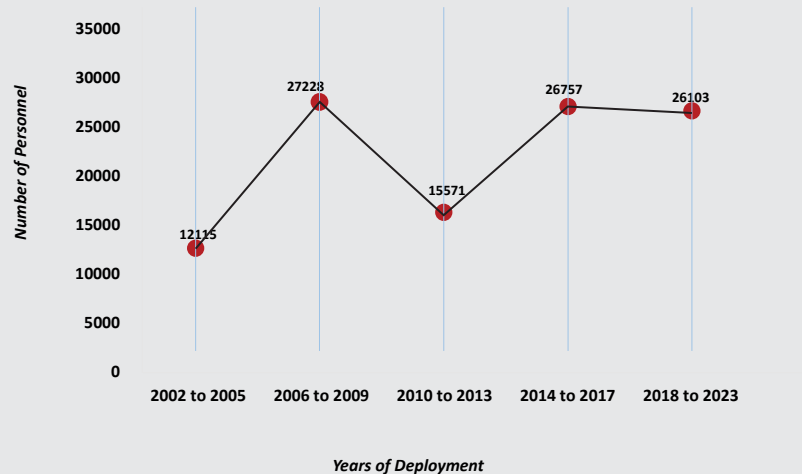
Qcon

T.EN  
TECHNIP ENERGIES

NPCC  
شركة البنىات البترولية الوطنية

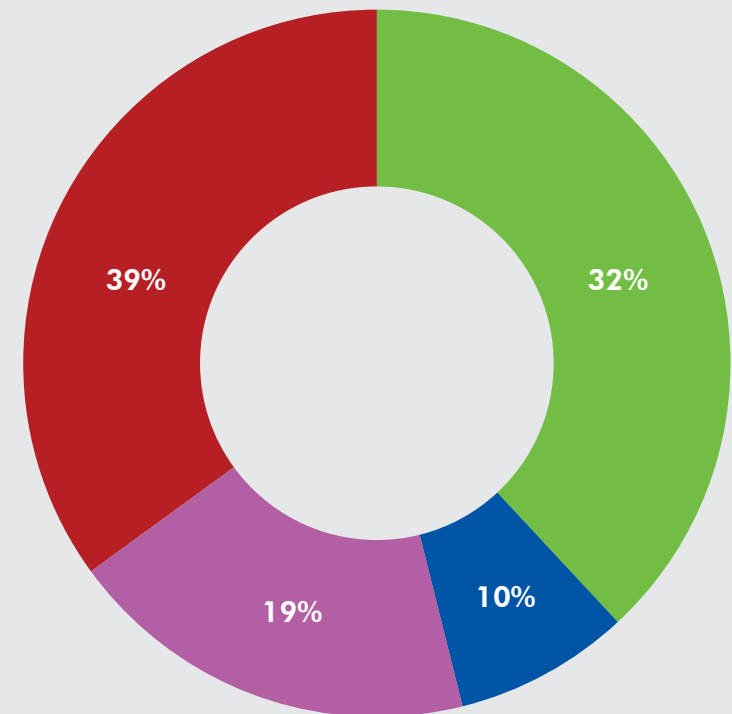
EOS CORPORATION

We have secured many of our past / existing contracts based on word of mouth and recommendations from our esteemed Clients on successful completion of recruitment assignments entrusted to us and repeated assignments being given to us will definitely speak about our reputation, which is reflected in our Deployment history which is reproduced for your ready reference herein along with the Testimonials / Recommendations which are highlighting the same giving you a comprehensive picture.



*Please feel free to conduct reference check as desired.*

## Deployment History

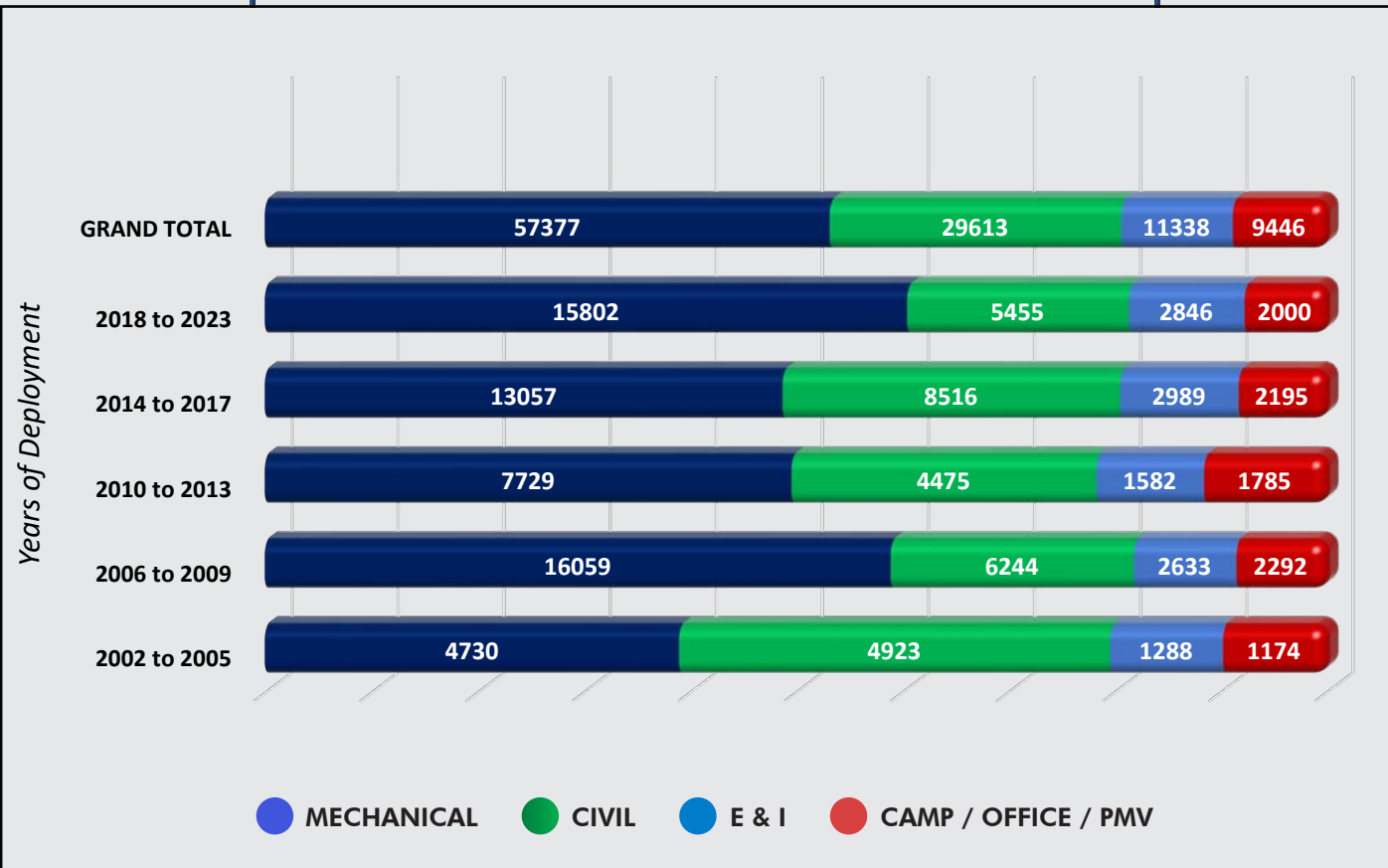


PROFESSIONALS HIGHLY SKILLED SKILLED SEMI SKILLED

Grand Total

**1,07,774**

and counting



click to play

REPUTATION

# OUR PROJECTS



# OFFICES & LOCATIONS



# RECRUITMENT PROCESS - TIMELINE



Timeline and deployment towards recruitment and secondment can be

# SECONDMENT / CONTRACT HIRE PROCESS

Requisition for Secondment / Contract Hire / Manpower Supply

Review Terms and on Mutual Acceptance -  
Match Job Profiles / Mobilization Schedules / Competency  
Levels and Dates required on site.

Check Availability / Release Dates / Merit and Performance Ratings  
in our Active Worldwide Database and Network of Resources - In-Country  
and/or in Existing / Ongoing Contracts.

Draw Pool of Available / Earmarked / Transferable Associates

Propose / Arrange Interviews / Evaluation /  
Trade Test as required of shortlisted / earmarked  
Candidates with Clients / Indman

Receive List of Selected and Approved Candidates / Associates to start  
onboarding process by completing Contractual / Medical / Visa Application  
/ Transfer formalities as applicable under the Law of the Land.

Onboarding / Deployment / Joining Projects as Scheduled by Clients

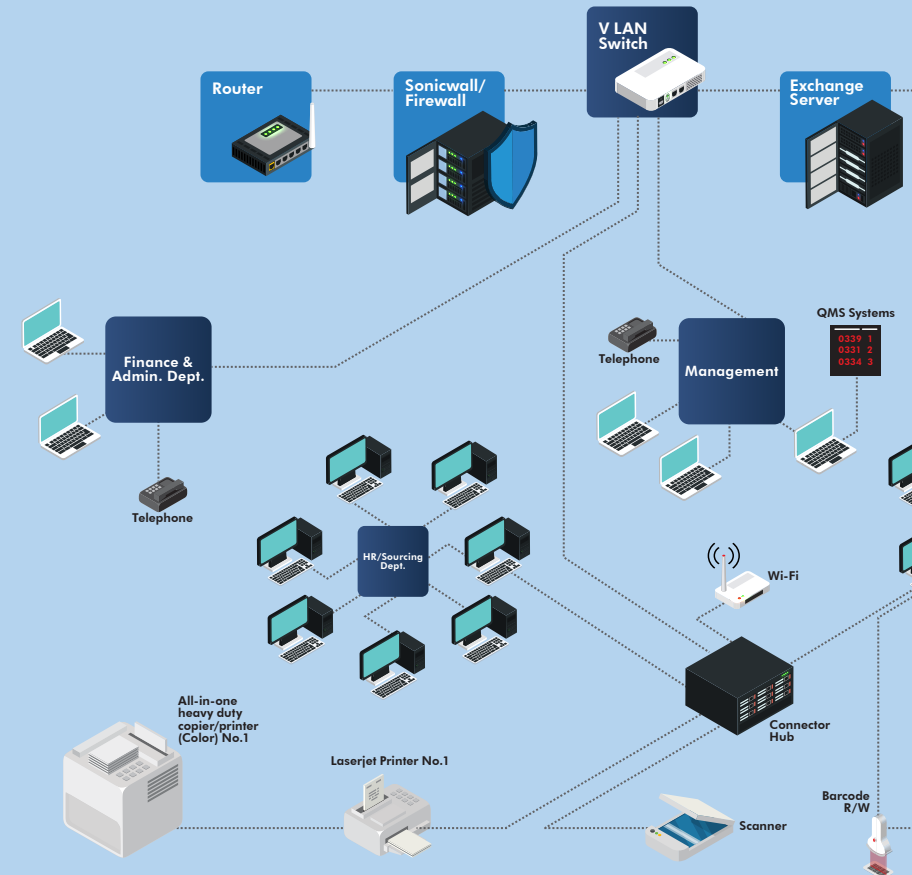
In case of Shortfall Commence – Recruitment Process as reflected on Left

be adjusted based on Client urgency and Country Specific requirements

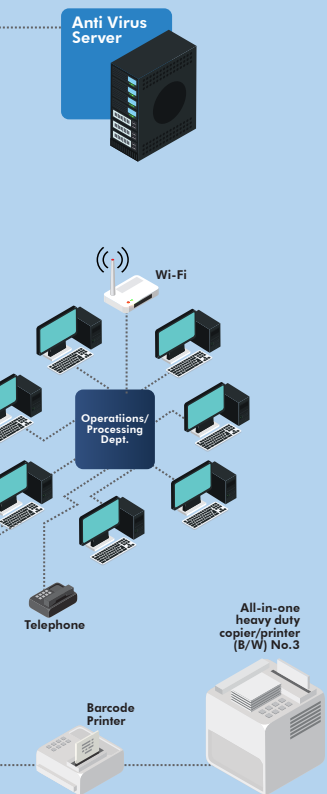
# HUMAN RESOURCE MANAGEMENT SYSTEM

In-house Human Resources Management System (HRMS) developed, operated and updated on 24/7 basis worldwide gives us access to a fully automated active database of over 10000 profiles chosen from personnel earlier employed / deployed by us on various projects having acceptable, exceptional assessment and Merit ratings giving us an edge and advantage to ascertain their skill, production and professional levels making them worthy of future placement opportunities we may have in similar or better job profiles.

Our HRMS integrates and automates the complete recruitment process and cycle from sourcing to final placement and subsequent management of Talent, giving us and client/s required and tailored MIS reports to assist during effective planning and execution of project/s in addition the same is available with prior login authentication to either remotely carry selections on available active profiles or review specific overall recruitment process of individual project/s.



# TERMS & CONDITIONS



We understand that at present you must be dealing with other companies like ours and would have definite policies in place with regard to Terms & Conditions being offered by you for rendering such services.

At this juncture we would like to follow the same in order to give you a fair opportunity to judge us against our performance in relation to others while not disturbing the budgets and salary scales of your present systems which are in place.

Wherever possible we do our best to arrange Project sites with Tools and Machinery to test personnel for competency or simulate the actual working environments under stringent specifications of respective industry following specific Quality Control norms laid out by clients either in their presence or under able supervision of Technical Evaluators.

Specialised Highly Skilled trades crucial to projects are tested and certified under industry norms if required by a third party and issued with required certification in case of Fabrication, Welding and Heavy Equipment's.

Indman at many instances has arranged the training from scratch for various critical trades to improve and update the skills as per International Standards.

**Most crucial and critical Welding section highlights:**

- A combined work zone, spanning 25,000 sq-ft for testing and training various trades.
- 1000 HP connected power load drawn from 11 KVA line through the transformers.
- 100 KVA CUMMINS Generator installed to ensure uninterrupted Power supply.
- 100 well equipped Welding workstations.

- 100 nos. Welding Rectifiers of 400 Amps.
- Liquid Argon Tank Facility installed at the centers eliminating the need for individual Argon cylinders.
- All machines are connected through circuit breakers adhering to international safety standards.
- 350 Amps. FCAW / MIG / CO2 welding machines with revolving fixtures.
- Equal number of Gas Cutting Sets.
- Grinding Machines / Heavy Duty Angle Grinders / Pedestal Grinding Machines
- Pug Cutting Machines.
- Portable Ovens, one for each Welding Booths and Mother Ovens.
- Tong Testers and all required accessories and Safety Gadgets.
- Lathe / Drilling Machines.
- Testing of up-to 200 welders a day and about waiting area for 600+ candidates across all categories.
- Sufficient number of well-equipped Interview Cabins for table interviews.

# THANK YOU

We thank you for spending your valuable  
time and giving us an opportunity of  
presenting a snap shot of our Company  
and look forward to a fruitful association  
with you from this part of the Globe in  
the near future !!!

For any further details on us we request  
you to visit our website:

[www.indman.com](http://www.indman.com)

Long Term  
OIL & GAS Industry  
Job Prospects  
in  
Southern  
Thailand

Company Registration  
0135562005955

No.37/8 Moo3, Lumlukka Road, Ladsavai St.  
Contact Nos. +66(0)29986373 / 74 / 77 Mobile: +66(0)816393027

Long Term  
OIL & GAS Industry  
Job Prospects  
in  
Southern  
Thailand

Company Registration  
0135562005955

Leeds Indman on behalf of their client are looking to hire on immediate basis Thai national with extensive 5+ yrs of experience in EPC/PMC companies in Thailand or Overseas in similar capacity.

Interested applicants can post their latest CV's along with credentials on given contact details with salary expectation and availability status.

Shortlisted applicants will be invited to attend the final interviews during the month of July/August 2019 for immediate and direct hiring.

- HSSE Advisors - Road Safety Advisor / Journey Management / Construction
- Senior Engineers - Planning
- Supervisors - Civil / Piping (Tie-in) / Electrical / Tanks / Mechanical Rotary / Static
- Senior Multidiscipline Inspectors - CSWIP-3.1/3.2 (Experience in Welding and Tanks)
- QC Inspectors - Civil / Structural / Buildings
- Senior Document Controllers
- PTW Coordinators



Indman  
Recruitment



EFFECTIVE  
EXPERIENCE  
RELIABLE

Onshore / Offshore / Marine  
STAFFING SOLUTIONS  
AS THEY SHOULD BE

For ENGINEERING PROCUREMENT CONSTRUCTION  
• Oil & Gas  
• Civil • Mechanical  
• Infrastructure  
• Operations

As an organization that is part of a rapidly changing industry, we need to have the best talent on board to ensure the future of our business. We are looking for people who are passionate, motivated and have the skills to make a difference. We are looking for people who are passionate, motivated and have the skills to make a difference.

RECRUITMENT / SECONDMENT / CONTRACT HIRE  
ABU DHABI  
Office No. 41, Level 11  
Emirates Towers, Dubai, UAE  
Tel: +971 24073241 Fax: +971 24073150  
indman@indmanrecruitment.com

DUBAI  
Office No. 1204  
The Crest Tower - 1, Sheikh Zayed  
Tel: +971 45562081 Fax: +971 45562079  
www.indmanrecruitment.com

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- QC Inspectors - Civil / Structural / Buildings
- Senior Document Controllers
- PTW Coordinators

Indman  
Recruitment

Long Term  
OIL & GAS





**EXPERIENCED  
RELIABLE**

Onshore / Offshore / Marine

**STAFFING SOLUTIONS  
AS THEY SHOULD BE**

For **ENGINEERING PROCUREMENT CONSTRUCTION (EPC)** Projects in

- Oil & Gas
- Civil • Mechanical
- Infrastructure
- Operation & Maintenance



**EFFECTIVE  
EXPERIENCED  
RELIABLE**

Onshore / Offshore / Marine

**STAFFING SOLUTIONS  
AS THEY SHOULD BE**

For **ENGINEERING PROCUREMENT CONSTRUCTION (EPC)** Projects in

- Infrastructure
- Operation & Maintenance

Career opportunities with leading  
**Recruitment / Secondment / Contract Hire Company**  
for their recently launched operations in  
**Abu Dhabi & Dubai**

**Indman Recruitment** enjoys an impeccable reputation in **Major EPC domains**. They are now looking to  
add to their team to effectively manage their existing clients and explore new opportunities exclusively in  
**Oil & Gas, Infrastructure, heavy and specialized Civil Construction Industry**.  
We are seeking specialists in the following on an immediate basis:

**Business Development Managers / Executives**  
**Talent Acquisition Managers / Associates**  
**Operations Managers**

**EXPERIENCED  
RELIABLE**

Onshore / Offshore / Marine

**STAFFING SOLUTIONS  
AS THEY SHOULD BE**

For **ENGINEERING PROCUREMENT CONSTRUCTION (EPC)** Projects in

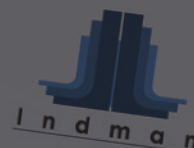
- Oil & Gas
- Civil • Mechanical
- Infrastructure
- Operation & Maintenance

As an organization that is part of a rapidly changing industry, our focus is to understand  
and address issues, and be the front runners in establishing the new paradigm.

At Indman, we believe in achieving excellence with everything we do, and ensure our  
talent pool follows.

We aim to hone our sourcing skills, shape the future for staffing and assure that only the  
best make the cut.

**PRINT / SECONDMENT / CONTRACT HIRE**



Candidates of  
any nationality  
with experience in **FEED**  
and Detailed design for  
**Oil and Gas & Power**  
Industry may apply



**KUWAIT**  
**Multinational Consulting Company**  
**EPC**  
Commissioning Project

Indman Consultants on behalf of their client is looking to hire on immediate basis  
extensive 8+ yrs of Overseas experience in EPC/PMC companies.

Interested applicants can post their latest CV's and Certificates along with credent  
salary expectation and availability status.

|                       | END OF OCT | MID OF NOV |
|-----------------------|------------|------------|
| Electrical Technician |            |            |
| Field Operator        |            |            |
| Helper                |            |            |
| Instrument Technician | 39         | 15         |
| Mechanical Technician | 10         | 45         |
| Pipe Fitter           |            | 32         |
| Grand Total           | 9          | 14         |
|                       | 10         | 12         |
|                       | 68         | 48         |
|                       |            | 166        |

in your Home Country

behalf of their client are looking to hire on  
5+ yrs of experience in EPC/PMC companies.

Candidates can post their latest CV's along with  
salary expectation and availability status.

Candidates will be invited to attend the final  
interview and direct hiring.

Lead Safety Advisor / Journey Manager  
Planning  
Piping (Tie-in) / Electrical / Thermal  
Inspectors - CSWIP-3.1/3.2  
Structural / Buildings  
Controllers

Sub-District, Lumlukka District  
3029, Email Ids - hrdept@indman.com



41-B, Excel Building Road No.2, Azad Nagar, Off Veera Desai Road,  
Andheri (West), Mumbai 400053. Maharashtra, India.