



Engineering Tomorrow: Shaping the Future with Talent Solutions.

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Foreword:



Europe's engineering sector, including maritime, construction, infrastructure, energy, and civil engineering, is experiencing significant growth driven by investments in infrastructure, climate adaptation, and energy projects.

The maritime industry has navigated several trends shaping recruitment over the past year. The demand for cruise ships is cautiously recovering from the pandemic slump, while specialized ship types, such as LNG carriers and research vessels, show promising growth potential. However, an aging workforce is leading to emerging skill gaps, highlighting the importance of strategic recruitment efforts.

According to the European Federation of Engineering Consultancy Associations, 95% of countries report stable or increasing markets, supported by stronger order books and growing profitability. Eurostat data indicates European construction output grew by 0.6% in June, with civil engineering activities contributing significantly.

In parallel, the aviation industry faces its own challenges. The global aerospace and defense (A&D) sector is in a talent crisis as its workforce ages, particularly in Europe. Attracting and retaining younger employees requires a radical new approach. Despite strong reputations, A&D companies must compete with tech firms and start-ups for skilled talent, emphasizing innovation and cutting-edge technologies.

In demand are naval architects and marine engineers for specialized ship design, as well as superintendents with expertise in electric propulsion systems, autonomous vessels, and digital shipyard management. The broader engineering sector similarly needs professionals experienced in advanced technologies and sustainable practices.

However, skills shortages are a concern. The maritime sector faces a potential lack of younger workers entering the field, while the broader engineering industry contends with staff shortages and increasing labor costs. Addressing these shortages through strategic hiring, development, and retention is critical for maintaining growth and innovation.

Government investment in naval defense, infrastructure, and aerospace projects is set to boost these sectors, creating new opportunities. Adapting recruitment strategies to meet changing demands is essential. By understanding these trends, employers and job seekers can better position themselves to thrive in this dynamic environment.





Our Focus:

AUTOMATION

MARINE RENEWABLES

CIVIL ENGINEERING

COMPRESSED AIR / GAS

CRYOGENICS

LASER & OPTICAL ENGINEERING

MECHANICAL ENGINEERING



PROPULSION

SEMI-CONDUCTORS

STRUCTURAL ENGINEERING

MARITIME / SHIPBUILDING



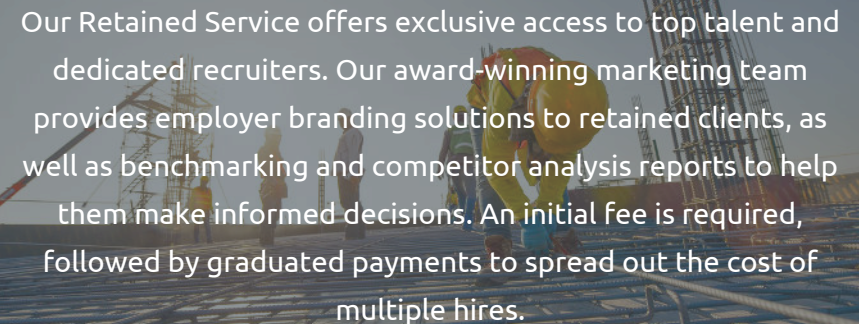
The European aerospace and defense sector is also in a talent crisis, with up to one-fifth of the workforce approaching retirement age, exacerbating the skills shortage.

Our Workforce Solutions:

CONTINGENCY RECRUITMENT:

You'll be designated a team of specialist recruiters, dedicated to sourcing and nurturing highly skilled talent pools. You only pay for a successful hire once the candidate accepts your job offer. We'll work closely with your business to deliver suitable profiles, guide them through the interview process, and manage compensation negotiations and the rejection of unsuitable candidates, all before you've spent any money.

RETAINED RECRUITMENT:



Our Retained Service offers exclusive access to top talent and dedicated recruiters. Our award-winning marketing team provides employer branding solutions to retained clients, as well as benchmarking and competitor analysis reports to help them make informed decisions. An initial fee is required, followed by graduated payments to spread out the cost of multiple hires.

RELOCATION SOLUTIONS:

According to the IEA, 40-75% of Renewable Energy roles are site-specific and cannot be offshored or worked remotely. The share of companies offering overseas transfers rose to 58% in 2023 from 52% in 2022, but relocating candidates poses logistical challenges and significant costs. Through our TalentReach Solution, you can achieve your hiring goals and build a diverse, innovative, and inclusive workforce.

For more information see page 4

EMPLOYED LEASING:

Our Employed Leasing Solutions provide access to skilled employees at more cost-effective rates than hiring freelancers or onboarding permanent staff. Our innovative models attract top freelancers who gain exposure to both high-profile projects and consistent employment. Our clients enjoy swift staffing solutions, reduced administrative burden, and significant cost savings compared to typical freelance models.

For more information see page 5

Relocating Engineering Talent with TalentReach

THE PROBLEM:

The engineering sector, including the naval, maritime, and offshore industries, is facing a critical challenge: a shortage of skilled talent. Across these fields, companies are experiencing significant difficulties sourcing qualified workers, which is seen as a significant barrier to growth. From entry-level positions in construction and manufacturing to highly specialized roles such as electrical engineers and marine technicians, this shortage affects a broad range of professions. Various sectors demand these skills, which exacerbates the shortage.

Recruiting and relocating candidates internationally is a viable solution, but it introduces extra logistical challenges. These include the need for extensive internal resources and the potential for increased costs when working with relocation agencies. The engineering sector needs to address these issues to sustain growth and innovation.

THE SOLUTION:

Our TalentReach solution facilitates international recruitment and relocation, minimizing costs and internal administrative burdens, whilst enhancing the candidate experience. With our support, your candidates will also receive a 'Best In Class' relocation experience, which will positively impact employee happiness and retention.

BENEFITS OF THE TALENT REACH SERVICE:

- Hassle-free candidate relocation:** We'll take complete accountability for the visa and relocation process.
- Reduced costs:** No need to pay relocation partners, or hire costly temporary workers to fill talent gaps.
- Reduced resources:** Time spent on relocation logistics can be invested into other areas of the business.

1. We assess 'inclusivity in your environment'

2. We build global pipelines that meet requirements

3. We manage all logistics from Visas & Permits to Insurance & Back Accounts.

4. Our streamlined service gives and 'best in class' candidate experience

The Benefits of Our Retained Service

EXCLUSIVE ACCESS TO TOP TALENT, DEDICATED CONSULTANTS, BESPOKE EMPLOYER BRANDING, AND DATA INSIGHTS.

Our retained recruitment solution is ideal for businesses who are seeking high-demand skills and are constantly competing with numerous other organizations for talent.

Our retained clients benefit from our award-winning marketing team's employer branding solutions. Services include brand benchmarking, microsites, apps, video, podcasts, and events, all tailored to your needs. Additionally, our data insights team provides benchmarking and competitor analysis reports for informed decision-making.

This service requires an initial up-front fee, followed by a graduated payment system to spread the cost of multiple hires, aiding cash flow management.



	CONTINGENCY	RETAINED
Recruitment Fee	25-30%*	17.5%
Rebate	3 months **	6 months ***
Candidate Exclusivity (14 days)	✗	✓
Paid Advertising Campaign	✓	✓
Psychometric Testing	✗	✓
1st Video Interview	✗	✓
Employer Brand Analysis	✗	✓
Due Branded Video/Podcasts	✗	✓
Additional Darwin Headcount on Your Roles	✗	✓
Quarterly Performance Reviews	✗	✓
Discounted Freelance Solution	✗	✓

*Dependant on salary; 25% for salaries up to €/ \pounds 59,999, 30% for salaries above

** 75% month 1, 50% month 2, 25% month 3

***.75% months 1 & 2, 50% months 3 & 4, 25% months 5 & 6

Our Employed Leasing Solution

WITH GERMAN ANÜ AND DUTCH DATACHERING COMPLIANCE

Employed leasing offers a seamless solution for businesses needing temporary skills without the risks associated with deemed employment, including compliance with German ANU regulations. This innovative approach allows you to quickly and efficiently fill gaps in your workforce with highly skilled professionals, all while mitigating the compliance and regulatory challenges that typically accompany temporary employment. Employed leasing is particularly beneficial in industries where project demands can fluctuate significantly.



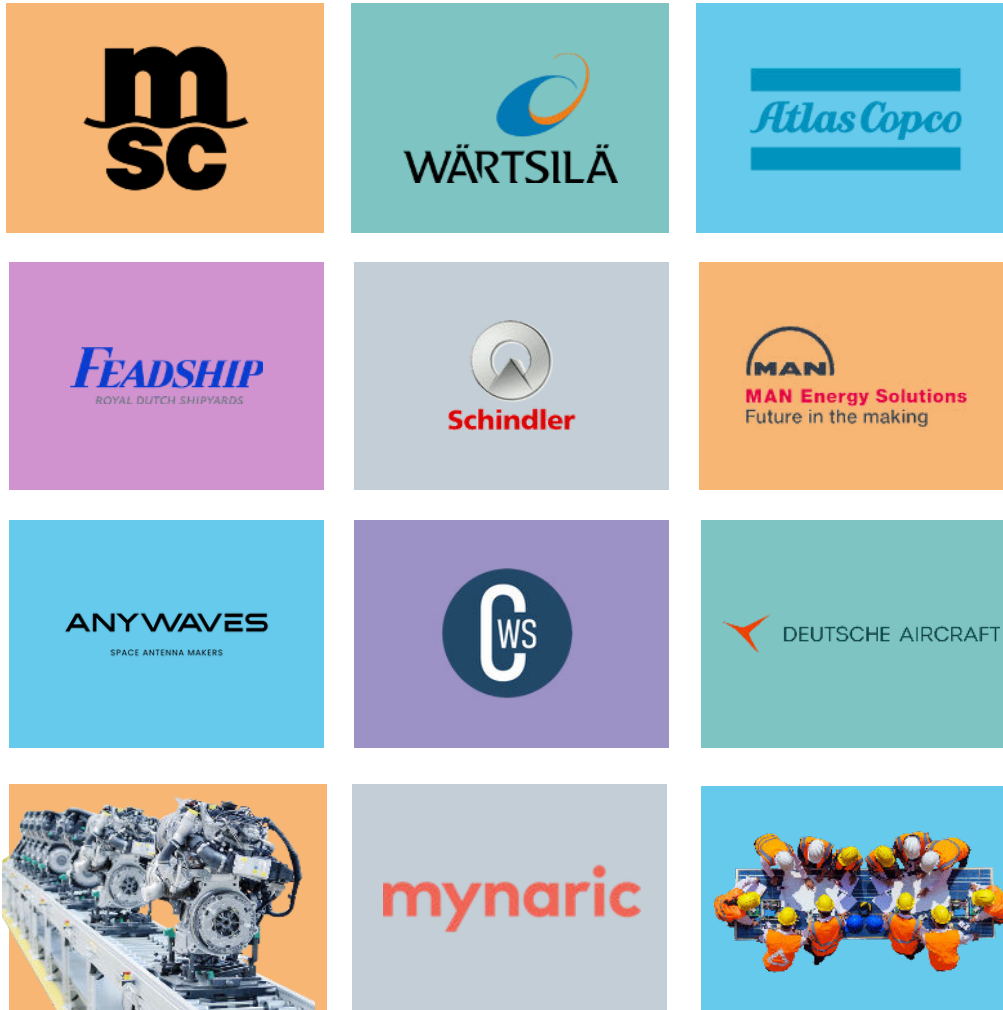
Suitable candidates become full-time employees of Darwin, enjoying full employment benefits.

Professionals are leased to your organization on a per-hour or per-day basis, as per your needs.

Competitive leasing rates provide a financially viable alternative to traditional consultancy or direct employment.

By choosing employed leasing, you gain access to a flexible staffing solution that can be tailored to meet the specific needs of your projects. This model helps you maintain operational continuity, reduce administrative overhead, and focus on your core business activities, knowing that your temporary staffing needs are being expertly managed and compliant with regulatory standards.

We're Trusted By:



Our Vision

To be the Global Engineering talent partner of choice.



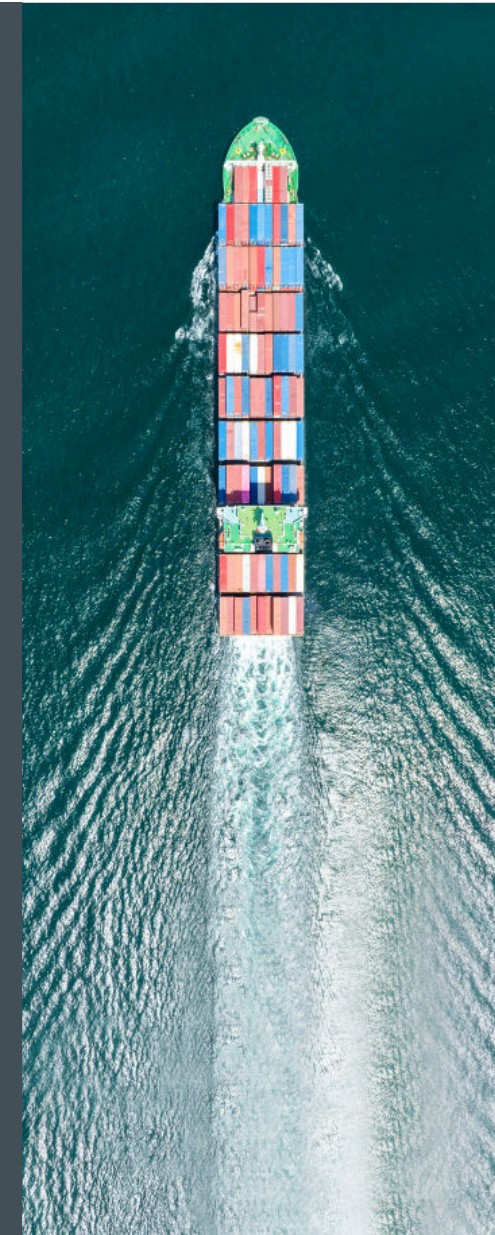
Our Mission

Pushing boundaries of sustainability, business and people – providing tomorrow's energy solutions – today.



Our Values

Responsibility, Accountability, Passion, Integrity, Drive & EVOLUTION.



Providing global solutions is what we do:

No location is off limits when it comes to our desire to serve our clients' needs around the globe.

Due to Darwin's locations in Amsterdam, Baltimore, London, Munich, and Zurich, we are strategically positioned to mirror the engineering industry's main growth and investment areas.

Top 2024 Company



We are a KUNUNU 2024 Top Company:

We have been awarded the Top Company Award 2024 by Kununu, awarded to less than 5% of all companies in Germany.

According to a recent YouGov study, the Top Company seal is relevant for 45 percent of job seekers during applications.



Click on the icons next to each photo to reach out via email or to connect on LinkedIn



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