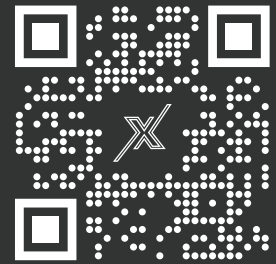


# EXCEL

Excel Guyana Inc. | Excel Construction Inc.  
Excel Logistics & Management Services Guyana Inc.



## YOUR TRUSTED PARTNER IN **RECRUITMENT**



LOCAL CONTENT  
REGISTER

MINISTRY OF  
NATURAL  
RESOURCES

✉ [info@excelguyana.com](mailto:info@excelguyana.com) ☎ +592 660 3283

🌐 [www.excelguyana.com](http://www.excelguyana.com)



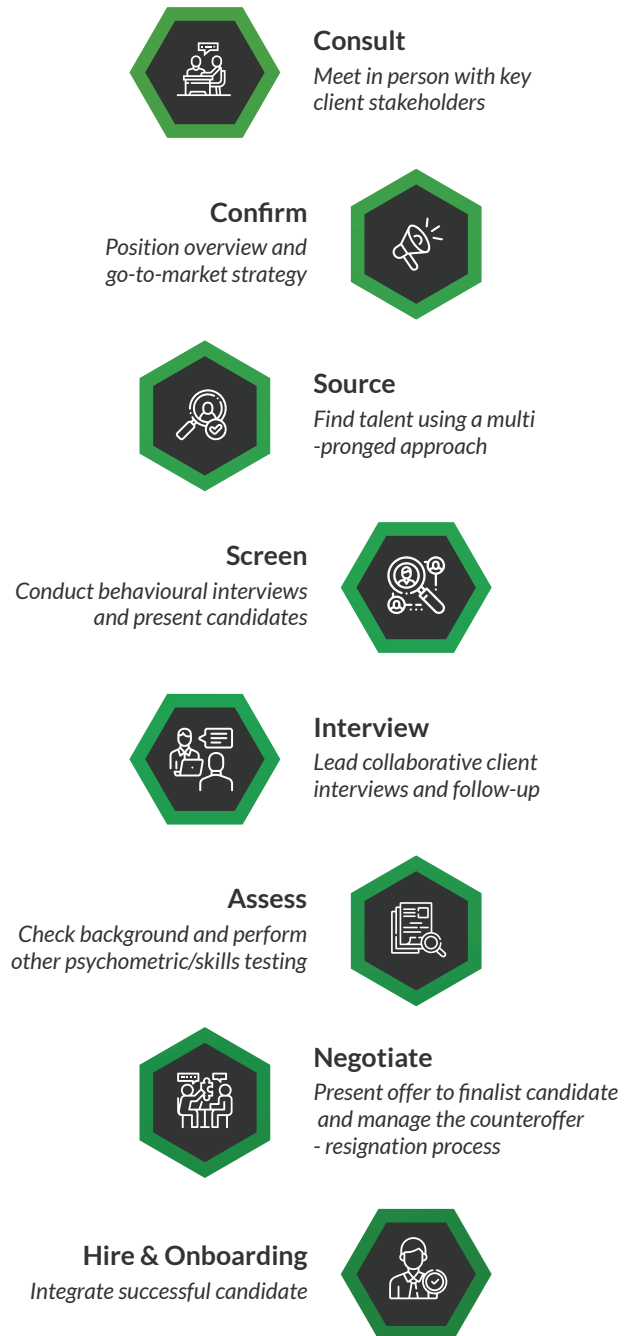
## OUR LEADERSHIP

In his role as the Vice President of Client Services & Recruitment, Mr. Ewan Shanks provides the strategic leadership for this division. Mr. Shanks' distinguished career includes working with some of the largest and most successful search firms in Toronto and the CARICOM region. He served as the Global Corporate Recruiter with IAMGOLD, a Tier 1 mining company that his headquartered in Toronto. He is an expert in Recruitment Process Outsourcing (RPO), executive searches, headhunting, direct sourcing, customized and unbundled recruiting services, as well as permanent and contract placement.

Mr. Shanks is one of few recruiting managers in Guyana that is certified in Structural Behavioral Interviewing and has a keen eye for identifying top talent in the marketplace. He holds a Certified Professional Consultant (CPC) designation through the Association of Canadian Search, Employment and Staffing (ACSESS), along with Canadian Securities Course (CSC) and Investment Funds in Canada (IFIC) Certifications.

✉ [eshanks@excelguyana.com](mailto:eshanks@excelguyana.com)

## OUR PROCESS





## WHY CHOOSE US?

With over 30 years of recruitment experience locally and internationally, we bring a high level of professionalism and expertise to the recruitment process.

### WE ARE COMMITTED TO



Creating a Culture of Safety, Reliability, and Professionalism

Our skilled human resources team will conduct Structural Behavioural Interviews to ensure we are presenting the best candidates for the position your firm is seeking to fill.



Compliance with Local Content Policies and Labour Regulations

Excel's team of executives have extensive expertise guiding our clients through complex labor laws and ensuring compliance with local regulations.



Developing a Diverse and Skilled Talent Workforce

It doesn't matter if you are recruiting a C-suite executive, front line employee, or temporary worker, you are making a significant investment. Excel's human resources team is committed to helping you succeed.

## OUR SERVICES

- ✓ Recruitment Process Outsourcing
- ✓ Direct Sourcing
- ✓ Retained Search
- ✓ Job Description Development
- ✓ Outplacement Services
- ✓ Training & Development
- ✓ Job Relocation Assistance
- ✓ Employer of Record
- ✓ Executive Search
- ✓ Permanent, Temporary & Contract Placement
- ✓ Payroll Services
- ✓ Customized & Unbundled
- ✓ Human Resource Services

As your Recruitment Process Outsourcing partner, we help you build a team of the most qualified candidates across all levels. Through structured behavioural interviewing, we are able to ensure prospective candidates goals are in alignment with your company goals. The end result is that you will reduce overall expenses and be able to scale up more efficiently.

## SUPPORTED INDUSTRIES

- ✓ Oil & Gas
- ✓ Mining
- ✓ Manufacturing
- ✓ Engineering
- ✓ Service Based
- ✓ QHSE
- ✓ Energy
- ✓ Construction
- ✓ Financial
- ✓ Insurance
- ✓ BPOs
- ✓ Merchant Banking
- ✓ Aviation
- ✓ Food Services

