



JOUKE BROUWER

Recruitment Consultant

EDUCATION

Hoge Hotelschool Den Haag

1994 - 2001

Marketing Major (Thesis for Heineken)

PERSONAL

Born in Tilburg on October 20 1970

Married. 2 kids

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Nieuwkoop

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SKILLS

360 recruitment

Contract & negotiations

Relationship builder

Politically sensitive

Creative

Result driven

HOBBYS

Golf

Running & Cycling

Cooking

Wines & beers

PROFILE

Internationally oriented recruitment professional with a service background. 20+ years of experience in the recruitment industry, in Technical, IT, Sales, Financial, General Office and Oil and Gas disciplines.

Through the years I have built up a vast (inter)national network in the engineering world within the energy and O&G sector, delivering experts in the field of engineering, project management, project services, IT and finance.

Companies that I have worked for and with are Shell, NAM, Chevron, Engie, Rabobank and NN amongst others.

Recently active in the IT recruitment industry delivering devops engineers, Business analysts, Front- Back- and Full stack developers, data engineers et cetera to large financial companies and fintech's. Projects for Engie and Innova Market Insights delivering 360 recruitment services including sourcing, employer branding, ATS implementation and Stakeholder management.

RECRUITMENT EXPERIENCE

- Sourcing of national and international candidates through all possible channels.
- Pre-qualification of vacancies with the stakeholder.
- Select and interview the top 3 candidates.
- Reference and qualification checks
- Contract negotiations on behalf of stakeholder
- Expertise: IT, engineering, Finance and Sales. (13.000+ network on LinkedIn)
- Sectors: Energy, Banks, Insurance companies, FinTechs, Chemical industry, Utility companies, Offshore, government.
- Companies: Shell, NAM, ABN Amro, Rabobank, NN, Petro Canada, Engie, Fabricom, Vopak, Innova Market Insights

OPERATIONAL EXPERIENCE

- Experience in The Netherlands, UK, Germany, Norway, Belgium, France, Algeria, Middle East and Kazakhstan.

LANGUAGES

Dutch: Fluent, mother tongue
English: Near native:
German & French: B1 level

EARLIER EXPERIENCE

Basics Horeca Uitzendbureau
Branch Manager
1999-2001

Gioma Holding BV
F&B assistant manager
1998

Hotel-Restaurant de Swaen
Chef de Rang
1992-1994

- Setting up of recruitment campaigns both national and international.
- Recruitment and onboarding of Knowledge Migrants including registration process through IND.
- Defining demand and wishlist for the procurement of ATS systems.
- Setting up of Dutch office for UK company in the Netherlands and setting up of in-house recruitment desk for energy multinational Fabricom (part of Engie)
- Liaising with external suppliers (IT, payrolling, Marketing)

MANAGEMENT ERVARING

- Advising and consulting with management with regards to improvements and change management.
- Training and guiding of recruiters and consultants
- Budget responsibility for branch/department
- Search and selection of internal employees.
- Stakeholder management for both internal and external clients

EMPLOYERS

BRWR Business & Recruitment Consultant

2019 – heden

Freelance recruitment consultancy op basis van 360 graden recruitment process. Recentelijk 2 vacatures vervuld op W&S basis. Als senior corporate recruiter voor Engie gewerkt voor het 4AMS project. Verantwoordelijk voor het volledige talent acquisition proces voor een nieuw te vormen VOF tussen Engie, SWS en CW&D. Daarnaast ook vormgeven van werkenbij site en AMC. Helaas was Excel onze ATS en heeft Corona een vervroegd einde aan dit project gegeven.

Levy Associate - Recruitment/Business Manager

August 2018 to Sep 2019

Since 2000 Levy Associates delivers comprehensive staffing solutions and project services to the Information Technology sector.

OGP Resources - Recruitment manager

November 2015 – April 2018

Fabricom as part of Engie decided to set up an internal recruitment agency to start servicing the different company entities with recruitment services, contract services, payrolling and tax and mobility services.

Fircroft Engineering Services

Senior Recruitment Consultant/Regional Manager

June 2010 – August 2015

Hired to set up the Dutch office for Fircroft Engineering services. Fircroft is one of the leading international manpower suppliers to the upstream energy market with offices on 6 continents. Main clients were Shell, Chevron, Total, Dana Petroleum and NAM

Atlas Professionals - Senior Recruitment Consultant

September 2007 – June 2010

Atlas Tristar is part of the Atlas Services Group and focusses on manpower services for the Oil & Gas industries. As Senior Recruitment consultant responsible for:

- Business development, account management and recruitment for our clients in the Middle East and Holland.
- Clients included Boskalis, Shell, Schlumberger, Chevron and Wintershall.
- Visited clients in Saudi Arabia, Algeria, Qatar, Oman and the UAE.

Onstream Group (former ASC International)

Recruiter/Recruitment Consultant

December 2004 – August 2007

Promoted to recruitment consultant in June 2006 responsible for the AGIP KCO account. Visited the client in The Hague and in Atyrau, Kazakhstan.

- Recruitment of experienced and qualified Engineers for the Oil & Gas Industry to work for owner/operators on worldwide locations and a multitude of projects.
- Assigned to the AGIP KCO and SEIC (Shell) accounts and recruiting for companies such as Exxon Mobil, Total, Maersk and other owners.

Netlijn Personeel – Senior Consultant/Branch manager

February 2001 – November 2004

Search and select agency focussing on delivering Finance, Sales and IT professionals on a permanent basis.