

# **LIST OF SOME INTERNATIONAL RECRUITMENT AGENCIES IN CANADA THAT SOURCE TALENTS OUTSIDE CANADA.**

They operate a boutique agency with a strong business foundation and a proven track record in offering high-quality, cost-effective recruitment solutions to construction and engineering clients throughout Canada.

Their clientele mainly consists of developers, general contractors, engineering firms, and subcontractors nationwide, all sharing a common goal of finding the best talent for every available position.

They collaborate closely with your HR team to enhance your search for the right individuals to help grow and enhance your business.

Since 2012, the outpost recruitment team has been researching labor market demands in Canada and analyzing international migration patterns to anticipate and meet future employer needs.

The key solution to Canada's labor market challenges involves a strategic approach that involves talent sourcing on both local and global scales. Their reputation is built on assisting employers in recruiting top-tier talent from around the world while reducing hiring costs.

## **Five Essential Steps for Success with Outpost Recruitment:**

### **Step 1: Create a Profile on the Outpost website**

Once your skillset is clearly understood and the type of role you seek is outlined, they can assess if there is a suitable position for you.

## **Step 2: Creating a Canadian-style resume is the next step.**

This is crucial for your success and is where Outpost can greatly enhance the process.

Canadian employers expect a specific resume format, and we stress the importance of following this format to increase your chances of success in Canada.

A well-organized resume can result in numerous interviews, aid in interview readiness, and help you secure a higher salary.

## **Step 3: Initial Screening Interview**

If we believe we can be of assistance, we will arrange a video conference or face-to-face meeting with you.

This is an opportunity for us to understand you better, address any inquiries you may have, and gain a clearer understanding of how we can support you.

## **Step 4: Shortlisting and Feedback**

Outpost Recruitment will collaborate with you to create a profile for potential employers, highlight relevant roles, offer market insights, and reach out to employers on your behalf.

We rely on you, as the candidate, to actively engage in the process and take ownership of your journey.

## **Step 5: Executing the Job Search**

In Canada, the pace of recruitment is notably slower compared to various other global locations.

Our primary responsibility is to keep you informed about feedback, prepare you for telephone, video, or in-person interviews, and offer sound advice as you evaluate different career opportunities.

### **Frequently Asked Questions:**

- **Why Choose a Recruiter?**
  - Outpost Recruitment has been specializing in construction and engineering recruitment in Canada since 2012. We engage with industry experts, employers, and candidates daily, staying up-to-date with the Canadian construction sector.
- **Do You Charge a Fee When Placing a Candidate?**
  - We never charge candidates. Charging a fee for recruitment services is unlawful and prohibited. Our clients, the employers, pay us to assist them in finding exceptional talent.
- **How Can I Expedite the Process?**
  - We encourage you to embrace change and take an active role throughout the process. We appreciate individuals who are proactive about shaping their futures. Success hinges on effective teamwork and communication. Please keep us informed at every step of the process.

- Using a Recruitment Agency, Does it influence my Wage or Salary?

No, it does not. This misconception about recruitment is widespread.

Organizations engage with recruitment agencies because they offer essential services to the company.

Recruitment fees are considered a standard business expense and are not deducted from an employee's compensation package by the employer. The growing popularity of Outpost Recruitment is due to our diverse pool of international candidates, cost-effective fees that help companies manage hiring expenses, and our compassionate recruitment approach.

It is acceptable to apply directly to companies or utilize other agencies, as we do not require candidates to work exclusively with us.

However, we do request candidates to keep us informed about their progress. Maintaining open communication and collaboration between candidates and recruitment consultants is crucial for successful outcomes.

Managing your resume is vital; ensure you are aware of where it is being sent and keep a record to facilitate follow-ups.

It is crucial to monitor the destinations of your resume and ensure that any recruitment agency you engage with obtains your consent before sharing it. Failing to do so can be detrimental to your job search if an employer receives your resume from various sources.

## **Cowan International:**

- Industry: Engineering & Construction
- Location: Montreal
- Candidates: Industry-related
- Website: <https://cowaninternational.com/>

Cowan possesses a vast network to locate talent precisely when and where it's required. With over fifty years of unbroken and committed experience in both domestic and international recruitment services, they proudly stand as a Canadian entity. Their specialization in recruitment for mining ventures grants them a strategic edge in providing novel global recruitment tactics and services to associated sectors.

## **Canada Connect:**

- Location: Winnipeg
- Industry: Engineering, Agriculture, Healthcare
- Candidates: Professionals, Skilled Positions, Engineers, Caregivers
- Website: <https://canadaconnectimmigration.ca/>

Canada Connect Immigration Consulting Services, a bilingual immigration consulting firm situated in Winnipeg, Manitoba, offers comprehensive guidance and representation to clients both in Canada and worldwide.

## **Renard International:**

- Location: Toronto
- Industry: Hospitality
- Candidates: Sales & Marketing, Food & Beverage, Engineering
- Website: <https://www.renardinternational.com/>

Renard International stands out as the premier executive recruitment firm in the hospitality realm, successfully conducting management searches across more than 56 countries. The company's expansion directly correlates with its proficiency in recognizing career opportunities in the sector, efficacy in placing candidates, and professionalism in dealing with hospitality executives. Their team of dedicated professionals is genuinely committed to fulfilling the requirements of both clients and applicants.

Renard International is devoted to supporting clients in achieving their profit goals through smart and efficient recruitment of key personnel, emphasizing value-added services, respect, creativity, confidentiality, teamwork, and integrity. The team's global perspective in the hospitality sector sets Renard International apart from others.

## **Work Global Canada**

- Location: based in St. John
- Industry: Engineering, Agriculture, and Healthcare industries,
- Candidates: professionals, skilled workers, engineers, agricultural workers, and caregivers.
- Website: <https://www.workglobalcanada.com/>.

Work Global Canada is dedicated to delivering top-notch employment solutions by recruiting Canadian and international workers who best match specific requirements. Simultaneously, they provide quality employment opportunities to skilled international workers. The company is focused on superior business practices to benefit clients, employees, Work Global Canada Inc., and Canada as a whole. They leverage their expertise to help Canadian employers fulfill diverse human resource and labor needs through consulting, third-party representation, and recruitment services to connect them with the most suitable candidates globally.

## Alliance Online

- Location: Winnipeg
- Industry: Agriculture, Construction, Energy, Automotive, IT
- Website: <https://allianceonline.ca/>

Alliance HR&I is a company that serves businesses in the USA and Canada in the following sectors:

- Mechanical
- Finance
- Transportation
- Engineering
- IT
- Health

## Drake International

- Location: Toronto
- Industry: All
- Candidates: Administration, Finance, Sales & Marketing, Drivers, IT & Engineering, HR, Warehousing
- Website: <https://ca.drakeintl.com/>

Drake International remains a leading global provider of temporary and permanent staffing solutions, offering a diverse range of Talent Management Solutions. Their goal is to create opportunities for individuals and enhance organizational performance by maximizing human capital assets.

## Hire Immigrants

- Location: Toronto
- Industry: All
- Website: <https://hireimmigrants.ca/>

Hire Immigrants serves as a worldwide resource for best practices in immigrant employment.



## Michael Page

Location: Toronto

Industry: All

Candidates: Banking & Finance, Digital / E-Commerce, Engineering & Manufacturing, HR, IT, Marketing, Sales

Website: <https://www.michaelpage.ca/>

Michael Page, a top global professional recruitment firm, specializes in connecting candidates with permanent, contract, temporary, and interim positions worldwide.

Operating across the Americas, UK, Continental Europe, Asia-Pacific, Africa, and the Middle East, the company was established in Canada in 2005 with the opening of its Toronto office. They collaborate with employers and job seekers to create successful matches, from advising global companies on candidate sourcing strategies to helping job seekers secure their ideal roles.

In Canada, their recruitment focus includes:

- Banking and financial services
- Digital and e-commerce
- Engineering and manufacturing
- Finance and accounting
- Human resources
- Information technology
- Marketing
- Oil and gas
- Procurement and supply chain
- Property and construction
- Sales

# **Island Recruiting**

Location: Prince Edward Island

Industry: Home Care, Administrative

Candidates: HR, Care Givers

Website: <http://islandrecruiting.com/>

As an accredited immigration consultancy firm and member of the Immigration Consultants of Canada Regulatory Council (ICCRC), Island Recruiting is also recognized as Certified Human Resource Professionals (CHRP). Their accreditation by the Canadian Government allows them to support and facilitate the recruitment and integration of foreign skilled workers.