

REDWAVE RESPONDS TO CHANGES IN THE LABOUR MARKET.

Ed de Ronde- RedWave

Redwave provides professionals in a range of fields from operators to drillers and from engineers to offshore medics. Redwave continues to be a specialist in staffing of offshore production platforms, but now the company also has a 'foothold' in technical people for onshore. Staffing for onshore projects is a growth market for RedWave, according to account manager Ed de Ronde. "The demand for technical personnel is high and RedWave is setting itself apart by attracting new and experienced people for training in the role of pipe fitter." RedWave is developing and expanding its engineering and maintenance teams by attracting professionals who can rotate between offshore or onshore projects. The role of pipe fitter is just one of the functions within our maintenance teams and is a varied and responsible job. "A fitter assembles, installs and maintains pipe systems, pipe supports and related work, for example, steam pipes, cooling pipes, and of course oil and gas pipelines," Ed de Ronde explains. "The responsibility of the job is threefold: security, quality and compliance with procedures."

Ed joined the RedWave team in 2011 as account manager; he is responsible for all welders, fitters, mechanics, painters, radiators, iron workers, construction fitters and pipe fitters. "From management to operational deployment. We mobilise and guide the maintenance teams and monitor equipment". Ed explains. "We are noticing a change in the labour market primarily a need for technical staff, specifically fitters onshore are highly sought after. However, RedWave's emphasis is that our people should be multi-skilled. Pipe fitters for example, can also be act as a mechanic, construction fitter and welder. That's what our people so special."

Specialist training

"In order to meet our customer needs, RedWave are engaging experienced and new employees for this multi-disciplinary position," Ed says. "People with experience in metalworking are tested to gauge their level of experience and assess competence before they embark on our bespoke training program." Redwave developed the program with Tetrix, a specialist training company for businesses in the Netherlands. "It has grown into an 8-day course covering abilities necessary to become a skilled and competent pipe fitter. For example; for the surveying of pipelines- knowledge of symbols, reading of isometric drawings and three-dimensional thinking are taught and practiced. Theory and practice are intertwined; it's a real hands-on training supported by an instructor and mentor from RedWave; Erik Berkenhagen. "Erik works with Redwave as 1st fitter foreman and has the experience to support our trainees," says Ed. "He knows what our customers' expectations are and strives to ensure we instill those standards."

Responding to customer demand

"Investing in your people is important, therefore we have. RedWave can in turn respond to the changing demands and needs of our customers. Moreover, we remain very ambitious to deliver the quality which is expected." Ed concludes: "All of our professionals who attend the training program, are employed by Redwave. Therefore, they have a permanent job and we are able to build teams with strong skills within our construction department, which offers flexibility to our customers who can contract a single person or a team with a range of specialisms. That is truly unique in our market segment. "

