



Workforce solutions

Your Workforce Partner in Critical Infrastructure

Helping organisations get work done across critical infrastructure, and helping the people behind that work find where they belong.



The workforce is bigger than the shortage suggests

Critical infrastructure programmes, from nuclear to rail, water and energy, compete for many of the same engineering, project, commissioning and compliance skills, often across overlapping delivery periods.

Competing harder for the same known candidates does not create more capacity. It only increases pressure on an already visible part of the market.

Rullion takes a broader view of where capability can come from: deep sector experience, transferable skills from an adjacent environment, or capability built through early careers, training, redeployment, or a better route back into the workforce.

We flip the question from "who is available?" to "where else can the right capability come from?"

Widening the workforce, rather than treating the visible pool as fixed, is why planning belongs inside the programme: future needs must be identified, developed and mobilised before the gap reaches the schedule.



Transferable expertise

Experienced specialists moving between adjacent regulated environments.



New expertise

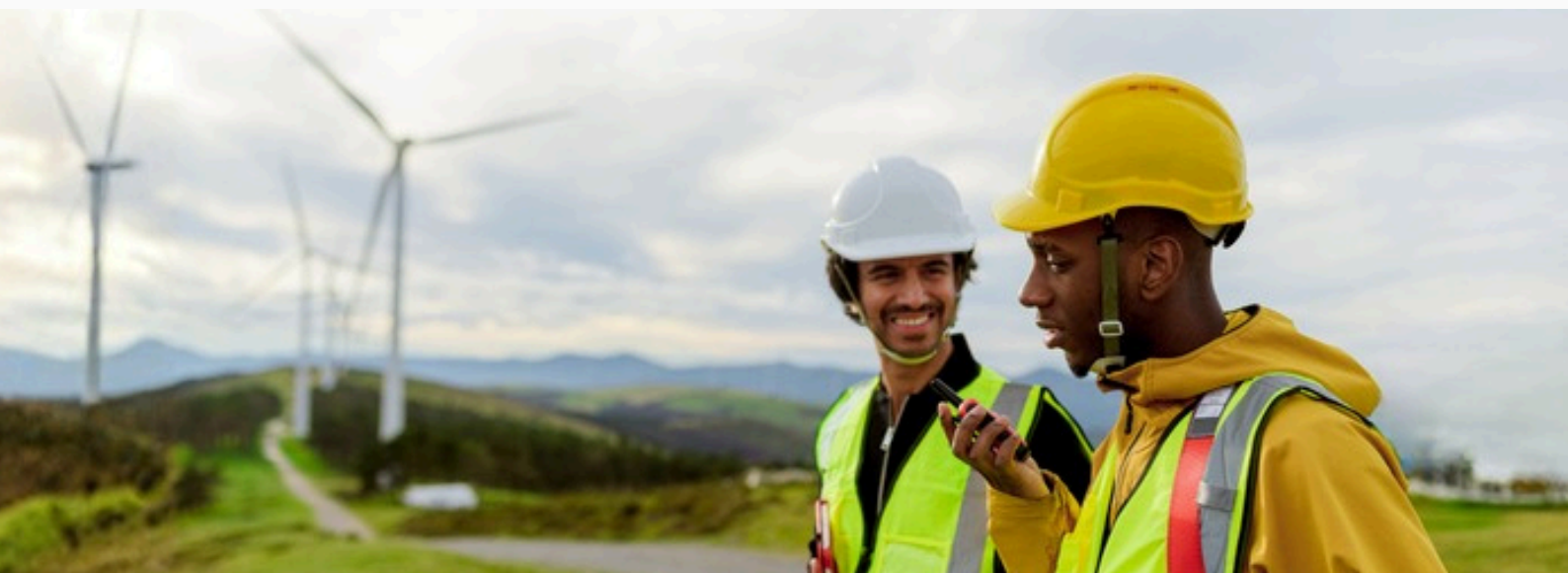
Early careers and development routes that build skills ahead of demand.



Untapped expertise

People overlooked by conventional hiring routes, brought in through more inclusive attraction and structured mobilisation.

Rullion has worked inside UK critical infrastructure since **1978**, family-founded and still run with that character, warm, people-first, and built for the long relationships these programmes depend on.



Proven across generations of change

Switching workforce partners at every phase of a decade-long programme is how continuity gets lost exactly when it matters most. Rullion has stayed inside UK critical infrastructure across energy, transport, and utilities, supporting clients through the phases where delivery pressure is highest and specialist capability is hardest to secure.

That longevity is backed by the standards expected in the environments we work in. We are ISO certified, a Disability Confident Level 2 and Real Living Wage employer, members of APSCo and Staffing Industry Analysts, and EcoVadis assessed. What sits behind those credentials is our proven ability to build candidate and workforce partnerships that hold up over years.

45+

Yrs in UK critical infrastructure

200+/5,000+

Employees, and contractors on active assignment

10,000+

Background checks in the last 12 months, across all regulated accounts

£300m+

Annual turnover, organic growth since 1978

92 NPS

Rated 'excellent' for client satisfaction

Trusted across critical infrastructure



Where people and critical infrastructure come together

“We've been at this since 1978. Still family-owned. Still run the same way.

Our job is helping our customers get work done, solving their problems, getting the right people in, and keeping these large-scale programmes moving. Nuclear, rail, water, energy – it doesn't matter. The challenge underneath is always the same.

Very few companies can talk as credibly as we can in critical infrastructure. That's not because we're the biggest. It's because we've stayed. Our people stay. Our customers stay.

That's what nearly fifty years of doing this properly looks like.”

James Saoulli, Chief Executive Officer



Critical infrastructure careers often unfold across programmes that run for years. The work changes as those programmes move forward, and the people within them have to change with it.

Rullion builds relationships that continue beyond the point someone starts. We stay close as responsibilities shift, new phases begin, and different opportunities open up across the sector.

Working across these programmes over the long term gives us a clear view of how roles evolve and where experience can take someone next. It helps people build careers across critical infrastructure, while organisations retain knowledge and capability as their programmes move forward.



Four routes built to answer any workforce challenge

Workforce pressure rarely shows up as one problem. It arrives as several at once: skilled people several programmes want at the same time, workers who need mobilising and clearing at the pace of the build, a supply chain that needs visibility and governance, and workforce capability that still has to be there next year.

Rullion is built around those four pressures rather than a list of services, and the mix a client uses shifts as a programme, or a sector, moves through its own phases, and so do the people it needs.



Find

Connect with specialist talent through expert recruitment, market insight, and networks built over four decades.

- Permanent
- Contract
- Executive Search
- Embedded Resource



Develop

Build a more sustainable workforce by reskilling experienced talent and creating stronger early-career pipelines, helping reduce dependence on hard-to-find ready-made hires.

- Train to Deploy
- Early Careers



Deliver

Structure project work around clear outcomes, with milestone-based delivery, stronger governance and cost certainty across complex, regulated programmes.

- Statement of Work
- Services Procurement



Manage

Bring workforce management under greater control with scalable support across contingent and permanent recruitment, backed by consistent compliance and screening.

- MSP
- RPO
- Background Screening

When the need goes beyond headcount

Not every workforce challenge is simply about filling roles. Nova Workforce Solutions brings MSP and services procurement together for organisations looking for greater visibility and governance across the extended workforce. Skills-based demand and outcomes-based work enter through the same route and are triaged accordingly.

NOVA
Workforce Solutions

An Alliance Between Allegis Global Solutions and Rullion

novaworkforcesolutions.com

Understanding the critical infrastructure workforce

Four decades across major infrastructure programmes has shown us what good looks like, sector by sector and role by role. Some positions need years of deep, specific experience. Others need the same underlying discipline applied to a new environment.

Recognising which is which gives clients the right person for the role in front of them, whether that means deep sector experience or proven discipline transferred from somewhere else, and gives skilled people a genuine route into the sector that needs them next.

Specialist expertise across every discipline

- Construction and built environment
- Engineering
- Environmental and sustainability
- Project management and professional services
- Technology

Where that expertise gets put to work

Energy

Supporting complex energy programmes across nuclear, renewables and fusion, with specialist recruitment spanning design, construction, commissioning, operations, and maintenance.

Nuclear

Renewables

Fusion



Transport

Supporting major transport programmes, from rail infrastructure and rolling stock to aerospace, where specialist engineering and project capability remain in constant demand.

Rail

Aerospace

Rolling Stock



Utilities

Supporting water and gas organisations through long-term investment programmes, where sustained demand for technical capability requires access to talent across complex asset environments.

Water

Gas



Let's get work done together

Rullion helps organisations across critical infrastructure find, develop, deliver, and manage the workforce their programmes need, and helps the people who make up that workforce find where they fit next.

Whether that's a single hard-to-fill role, a long-term managed partnership across multiple sites, or the next step in a career built around this kind of work, we start the same way: with a conversation.

Get in touch



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Start a conversation about your workforce programme or your next career move.

rullion.co.uk

