

# ENGINEERING & CONSTRUCTION RISK INSTITUTE

Document number: <b>ECRI-EP-008 (DESC)</b>	<b>Recruitment and Retention Of Key Project Personnel</b>	Page 1 of 5
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**Purpose:** To discuss the factors associated with the important issue of recruiting and retaining key personnel.

**Introduction:** The E&C Industry faces a variety of unique challenges, none more so than recruiting and retaining key personnel.

Since projects generally span 2 to 3 years, or more, losing key personnel during execution of projects can cause disruption and have an adverse effect on the outcome. It is therefore wise that companies have a structured recruitment and retention programme to maintain project continuity and keep the company strong. This is particularly important when the market is buoyant and competition for resources is high.

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