



# Building a UK Client's PMO Capability with Osirian

## AT A GLANCE



Supplied specialist PMO professionals to help a global energy efficiency and renewable infrastructure provider build its first internal PMO capability

Enabled our client to reduce reliance on third-party consultancies by bringing project knowledge back in-house

Introduced niche talent across scheduling, cost control and document control disciplines

Produced 11 highly aligned candidates, leading to 2 key hires (vs 25 unsuitable CVs from existing suppliers)



# ENGAGEMENT OVERVIEW

## The Situation

As the company expanded its UK project portfolio across complex energy infrastructure programmes, the organisation recognised a growing operational risk.

There was **no formal PMO structure**

Critical project knowledge sat with an external consultancy

Cost, schedule, document control, and change processes were inconsistent

Visibility and reporting across projects were limited

Growth was placing pressure on a structure that wasn't designed to scale

The company needed to bring **project control and governance back inside** the business and establish a functioning internal PMO capability.

## The Objective

Create an internal PMO function capable of:

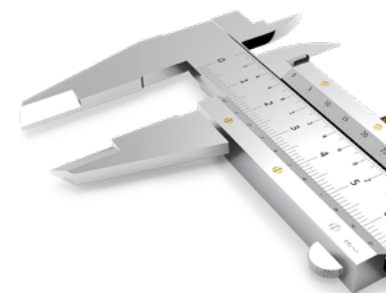
Controlling cost, schedule, documentation and change

Improving governance and reporting

Reducing reliance on external consultancies

Retaining critical project knowledge in-house

Supporting the safe expansion of large-scale capital projects





# THE INTERVENTION

## Understanding the Need

Our client engaged us to introduce specialist Project Controls professionals with deep experience in capital project environments, capable of immediately strengthening internal capability in:

Project Scheduling

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Cost Control

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Document Control

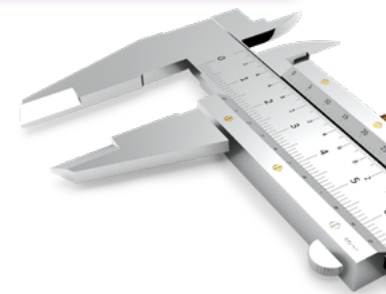
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Osirian consistently delivers candidates who are right for the role. The pre-screening is solid, the profiles are relevant, and I don't lose time on unsuitable conversations. They move quickly once decisions are made and adapt to the commercial setup we need. Easy to recommend.

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Osirian quickly demonstrated a deeper understanding of the technical brief than existing preferred suppliers, enabling access to professionals precisely aligned to this renewable infrastructure provider delivering large-scale capital projects.





# THE IMPACT

## Establishing a Functioning PMO

The new team enabled the company to create a structured PMO for the first time, bringing discipline to project control across the organisation.

## Improved Governance, Visibility and Reporting

### Client gained:

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Consistent scheduling and forecasting

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Proper cost management and reporting

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Controlled document management

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Effective change control

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Clearer visibility across all live projects

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This significantly strengthened governance and upward reporting.

## Cost and Efficiency Improvements

With better systems and controls in place, the company was able to manage an expanding project portfolio more effectively without increasing overall headcount or consultancy spend.

## Knowledge Retention and Reduced Consultancy Reliance

### By bringing capability in-house:

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Reduced dependency on external providers

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Retained critical project knowledge internally

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Built a sustainable structure that could grow with the business

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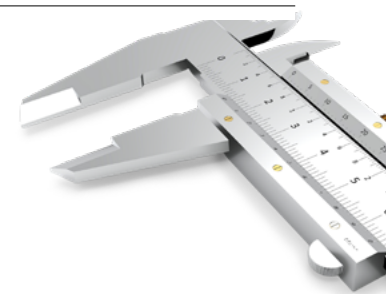
Effective change control

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Better visibility across all projects

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This directly strengthened upward reporting and governance.





## THE RESULT

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The company now operates with an internal PMO and project controls capability that provides the structure, visibility and governance required to deliver complex capital projects with confidence.

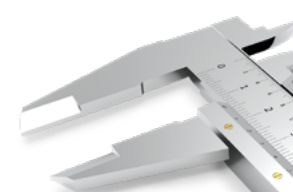
As the business continues to expand into renewables, data centres and wind energy projects, this internal capability provides a stable foundation for further growth.



## WHY OUR APPROACH WORKED

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Osirian's strength lay in understanding what "good" looks like in project controls and PMO roles within capital project environments, enabling our client to access specialists who could immediately contribute to building internal capability where generalist suppliers had struggled.





# CONTACT: PMO SPECIALIST



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