

Contingent workforce? We make it easy.

An innovative leader in workforce solutions for Alberta's oil and gas industry for nearly 40 years, we have pretty much seen and done it all. As we evolve alongside a continuously changing industry, BOWEN's focus is shifting to contingent workforce management and the benefits we can bring to energy sector companies and the contractors they employ.

Benefits to your company

We build relationships

At BOWEN, we pride ourselves on being a pro-active partner. This begins with a solid foundation of industry knowledge and getting to know your organization inside and out. A sound understanding of your company's business, culture and operations allows us to get things right the first time, anticipate upcoming needs and find the right people to help your company succeed whether you're currently looking, or not.

Sourcing contract employees

BOWEN reduces the internal resources required to build out your non-permanent workforce. We specialize in sourcing candidates within Alberta's oil and gas sector, performing pre-screening, testing and time-consuming reference checks.

Fit vs fill

BOWEN knows that finding the right people to fit into your company culture is more important than finding people with the right resume. Lack of fit can result in unnecessary disruptions and reduced productivity from both the contractor and your existing staff.

Online and mobile approvals

Supervisors can review and approve contractor hours and expenses at their convenience using BOWEN's time-tracking web application via their computer, or mobile device – at the office, on the road, or at home.

Simplified payroll

One invoice from BOWEN covers approved hours and expenses for all managed contractors, saving Accounting time and money over dealing with multiple invoices and payables.

Assumed liability

BOWEN verifies that independent contractors meet all government regulatory requirements and carry appropriate insurance, saving you valuable time and assuming the liability if anything is missed.

Benefits to your contractors

We handle the paperwork hassle

BOWEN submits invoices from approved timesheets and expenses, and since we administer contractor payroll we also manage tax contributions and provide T4 slips come tax time.

80%

More than 80% of large companies plan to substantially increase use of contingent workforce in coming years.

Online and mobile timesheets & expense reports

Contractors can submit hours and expenses at their convenience using BOWEN's time-tracking web application via their computer, or mobile device – at the office, on the road, or at home.

Subsidized group benefits plan

BOWEN wants to help protect you and your family and make sure you have peace of mind when it comes to life's unexpected events. Through our group benefits plan, our contractors can expect comprehensive coverage for health and dental care and better value for the dollars spent.

Competitive prices

For BOWEN, it was important for us to design a program that would provide comprehensive coverage at competitive rates. That's why we've designed a program that, unlike many individual benefits plans, ensures the majority of your premiums go towards your coverage and not administrative fees. We're confident the BOWEN group benefits plan offers flexibility, reasonable rates and great coverage.

Guaranteed coverage

With BOWEN's benefits program there are no medical questions to answer and no pre-existing condition exclusions.

Benefits of working with BOWEN

A contract position can be freeing and has the potential to enable you to earn more money than you could as an employee. This can work extremely well in industries where specific skills are in high demand. As a BOWEN contract employee you maintain the flexibility and freedom of operating as a contractor, while taking advantage of BOWEN's expertise to administer your contract. BOWEN takes care of all the big things so you can focus on doing what you do best.

- Getting paid regularly with a quick turnaround (within five days).
- Having access to desktop and mobile timesheet reporting.
- Eligibility for a low-cost flexible group benefits plan designed with your needs in mind.
- Peace of mind knowing that BOWEN will manage source deductions and ensure compliance with employment and tax law.
- Proactive standardized process for on-boarding and off-boarding contractors.

