

Secondments: Keeping Critical Initiatives Moving, Without Increasing Your Headcount



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When internal teams are stretched and permanent hiring isn't an option, secondments offer a practical and effective way to secure timely support. Designed for organizations under pressure to deliver outcomes, secondments provide a focused alternative to permanent recruitment or large consulting engagements.

Seconded professionals bring targeted skillsets, execution capability, and specialized expertise on a short-term basis. By working alongside your team, they combine the ease and continuity of in-house support with the fresh perspective of external experience, ensuring critical initiatives remain on track and progress seamlessly.

Why secondments work:

- Immediate access to experienced subject matter experts without lengthy recruitment cycles.
- Independent, external perspective that strengthens decision-making and reduces delivery risk.
- Efficient, outcome-driven execution grounded in consultant-level accountability and time management.
- Flexible support, ranging from limited weekly to full-time, long-term assignments.
- Short-term capability without permanent headcount or capital investment.
- Access to a broad team of specialists without managing multiple vendor contracts.
- Reliable, professional consultation with regulators, landowners, and internal stakeholders.
- Enhanced operational insight through embedded professionals with a cross-program and cross-region view.
- Meaningful process improvements that reduce timelines, costs, and rework.

Our team members can assist with:

- Regulatory authorizations and stakeholder communications
- Technical and compliance reviews
- Liability closure and risk management
- Project/program management, including execution support
- Data analysis and reporting
- Indigenous community and landowner engagement

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Since 2007, Trace has partnered with organizations to provide experienced professionals across a range of industries, who integrate seamlessly into their internal teams, helping them remain efficient, responsive, and productive through their busiest seasons.

When teams are operating at capacity and permanent hiring is not feasible, secondments offer a practical and timely solution. Let us make your busy season feel manageable again!



Perspectives from our Professionals:

“My upstream oil and gas secondment provides the client with an effective blend of internal technical knowledge and impartial external insight. Secondments offer the advantage of bringing in internal expertise without incurring the overhead or capital costs of direct management. We are often more efficient as we do not participate in internal corporate matters. Additionally, this arrangement gives clients access to our technical staff and subject matter experts without the need to find and contract multiple separate vendors.”

“My clients welcomed my unbiased perspective and my insights into consulting and consultants, as well as my experience working for other client companies and sectors. For me, my secondments were exciting in that I had a change of scenery, met new people, developed a strong understanding of the industry perspective, and I became a better consultant to my clients after having sat in their seat for a few months. Secondments are ideal for organizations needing short-term capability, strategic execution, or specialized knowledge, without committing to permanent hires or large consulting projects.”

“My secondment has been a valuable experience. It has provided insight into the operations at midstream companies, enhanced my understanding of how consultants can impact clients, and offered additional technical expertise.”



Interested in learning more about secondments and how they can impact your business? Please contact:

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