



carrington west

Rail

Technical Recruitment Services
for the UK Rail Industry

carringtonwest.com

Why Carrington West?

At Carrington West we believe in better.

When we opened our doors twelve years ago, we wanted to do everything that other recruiters did, only better.

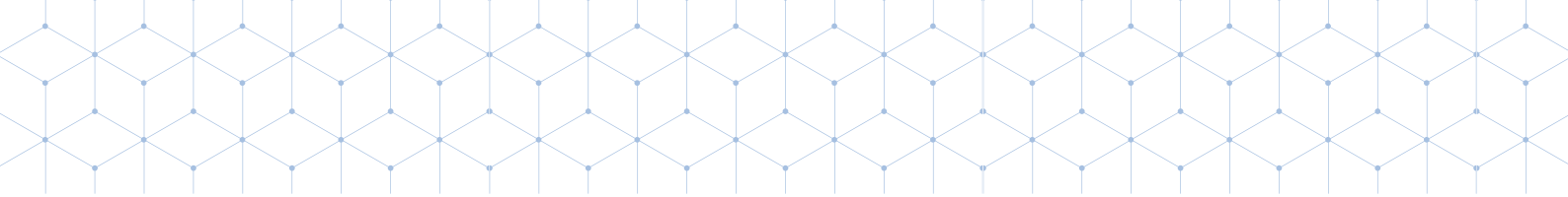
By “being better” at everything we do, we help our clients build the most successful teams and our job seekers navigate their dream careers.

The highest levels of professionalism, customer service delivery and candidate care result in a seamless and positive outcome for our clients.

We are experts in our field. With a better understanding of vertical markets and the unique challenges faced by hiring managers looking for technical talent, the recruitment process is easier, swifter, more cost effective, more time efficient and quite simply, better.

Our employees are the key to our ability to be the best technical recruiters we can be. By placing a focus on learning and development, our high retention levels mean our clients receive continuity of care with a single point of contact over the course of a long-term partnership. Consultants of all levels continuously improve their market and sector knowledge so they can access talent that designs and constructs the UK's built environment.





Sectors & Specialisms



**Building &
Construction**



Property



**Highways, Transport
& Infrastructure**



Rail



Town Planning



**Utilities, Power
& Telecoms**



**Water &
Environmental**

Carrington West is an award-winning recruitment company providing high calibre talent to the UK highways, transport & infrastructure, town planning, property, water & environmental, utilities, power & telecoms, building & construction sector and rail industries. We recruit interim, temporary and permanent professionals from entry to board level across multiple disciplines for private and public sector organisations.

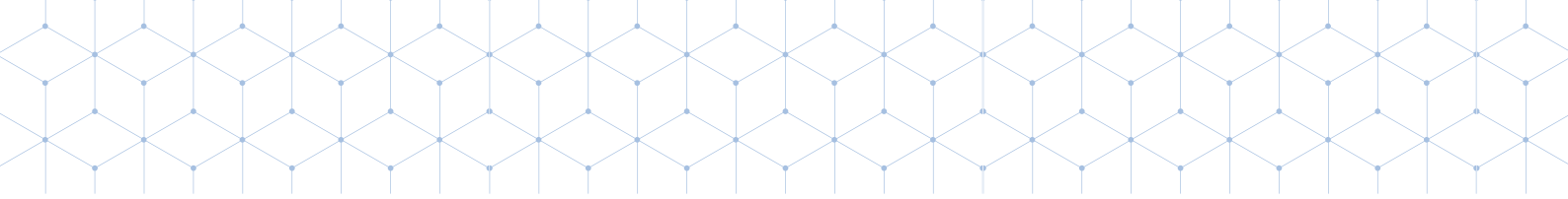
We have grown quickly due to the passion, integrity and excellence of our people who consistently deliver outstanding levels of service so our clients and candidates can achieve their goals. We are active members of the recruitment community striving to improve industry standards as REC members and we have proudly achieved Investor in People platinum status.

Providing Talent for the Successful Delivery of Nationwide Rail Projects

The Carrington West rail team provides the rail industry with talent essential to the successful completion of rail projects across the UK. Partnering with consultancies, contractors and railway operators we provide design focused engineering professionals, commercial personnel, white-collar and blue-collar staff on railway infrastructure and underground railway projects.

Our dedicated team is made up of industry and skill specific consultants who have nationwide access to an extensive talent pool of temporary, contract and permanent rail professionals.





Have Confidence in Quality & Safety

Carrington West has a dedicated compliance & sentinel team that carry out all checks and are on hand to ensure the provision of staff often within very short time frames. We are RISQS audited, enabling us to supply all labour for trackside operations across the UK.

We only source experienced and competent workers for all aspects of the project and control period lifecycle. Our contractor solutions help segue way workers who are on short or fixed term contracts into your team seamlessly and provide the support framework they need to do the best job they can for you.



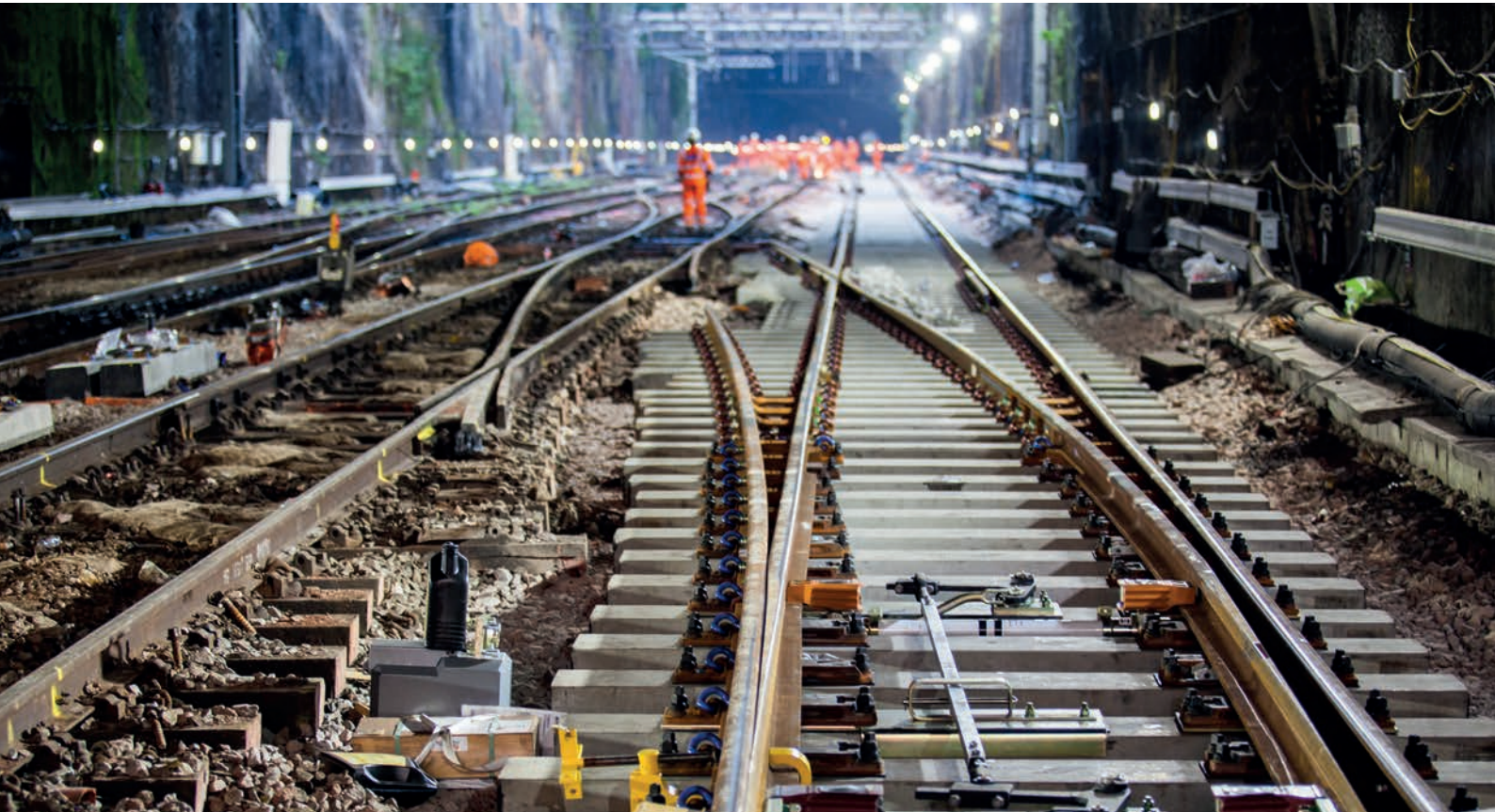
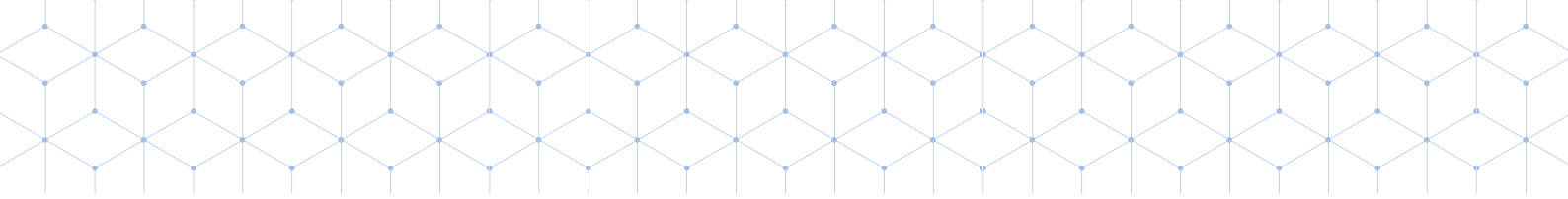
Design & Consultancy

Carrington West support rail design consultancies and design teams across the UK, recruiting for multi-disciplinary design consultancies, principal contractors and rail specific design companies on some of the UK's biggest projects including HS2 and Crossrail.

We recruit from graduates all the way through to directors and within the following disciplines:

- Buildings and architecture
- MEPH
- Civil and structural
- E&P
- OLE
- Geotechnical and tunnelling
- Signalling
- PWAY
- Telecoms
- Environmental and consents
- CAD/Microstation
- Commercial incl. procurement





M&E / Telecommunications

Carrington West have a strong network of clients within the rail M&E/telecoms sectors. The team service a range of clients and have built relationships with public sector entities, principal contractors and Tier 2's alike. As a team we cover all white-collar and blue-collar roles.

Roles we work on include but not limited to:

- Project management
- Project engineering
- Construction management
- Assurance and handback
- Testing and commissioning
- PTS electricians
- Electrician mates
- HV competent persons/HV assessors/level C sub station
- PTS & LU electricians
- PTS & LU comms installers
- PTS & LU signalling staff



White-Collar Project Delivery

Carrington West supply white-collar rail workers on a permanent, contract and secondment basis nationwide. Organisations we partner with include public sector entities, Tier 1 contractors, Tier 2 contractors and design companies.

Roles include but not limited to:

- Director/divisional heads
- Contract managers
- Project managers
- CRE/CEM
- Design managers
- Project engineers
- Setting out engineers
- Quantity surveyors/commercial managers
- P6 planners
- Site managers/sub-agents/section engineers
- Foremen/supervisors

PTS Blue-Collar Trackside

Carrington West supply blue-collar workers nationwide to Tier 1 & Tier 2 subcontractors supporting some of the most prestigious rail projects including HS2, Crossrail, GWEP, CP5 and CP6 works. We are RISQS accredited and we have an in-house sentinel team to look after all compliance issues and sponsorships, enabling you to work with us with confidence.

Roles include but not limited to:

- PTS – tradesman/labourers
- PTS AC/DCCR ICI/LU ICI
- All safety critical levels
- Track handback
- Machine controllers
- Civils staff
- LU-ICI certified staff



Meet the Team

Nick Rowe

Director

Nick is a founding member of Carrington West and as part of the senior management team leads the growth and development of the overall business. He is Director of the rail team and is highly experienced at implementing and managing contract recruitment services and acting in an advisory capacity for clients hiring a wide range of rail and utilities sector technical functions. Over the course of his career Nick has won a number of UK and global recruitment industry awards and is instrumental in influencing improvements in operational best practices.

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023 9387 6015



Oliver Gooch

Department Manager

Oliver is Department Manager in the rail team. He is an experienced rail and construction sector recruiter specialising in supplying white collar professionals to some of the biggest infrastructure clients and contractors in the UK. He has developed long-standing partnerships with design and consultancy specialists nationwide and has a track record in delivering talent acquisition solutions for those working on the country's largest rail projects. Oliver has been recognised by the Recruitment and Employment Confederation as the "UK's Best Temporary Recruiter" in 2022.

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023 9387 6010



Meet the Team

Brooke Stell Consultant

Brooke is a Consultant, specialising in supplying candidates on a permanent basis to some of the largest rail infrastructure organisations across the UK. She works on a variety of project delivery roles in some of the country's biggest projects across CP6 and including HS2. Prior to recruitment Brooke has 5 years working in a sales environment. Brooke is quickly becoming an expert in the rail market and is keen to speak to any candidates or clients within the project delivery arena of this sector.

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Emily Atkins Consultant

Emily is a Consultant providing permanent recruitment services in rail design, engineering, and consultancy. She works predominantly in rail design & consultancy client account management, supporting a range of organisations with their staffing needs and supporting candidates through the application, interview and onboarding process. Her keen attention to detail and analytical approach ensures efficiency and high quality service levels when communicating with both clients and candidates, building long lasting relationships on both sides.

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Olivia Woods Consultant

Olivia is a Consultant in the rail team, specialising in working with candidates and some of the largest rail infrastructure organisations across the UK. She supplies talent working in project delivery roles on some of the country's biggest projects within CP6 and HS2. Olivia specifically recruits within the civil white and blue collar of the rail sector. Olivia is an experienced recruiter in the built environment sector with an extensive client base across London and the South East having over 3 years experience specifically within the rail sector.

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Meet the Team

Nathan Holcroft

Consultant

Nathan joined Carrington West as an associate within the rail team in late 2021. Since then, Nathan has been promoted to Consultant where he now works with tier 1 contractors on some of the UK's most well-known infrastructure projects including the HS2 project and CP6 on behalf of Network Rail, specialising in M&E, telecoms, E&P and signalling. Nathan's previous recruitment experience as an associate means he has a good foundation in providing outstanding client and candidate care.

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Callum Munn

Consultant

Callum is a Consultant in the rail team. He works with clients and candidates looking for roles within the design and construction sector of the rail industry across the UK, including major projects such as HS2. He is a dedicated recruiter who specialises in supporting candidates through the recruitment process.

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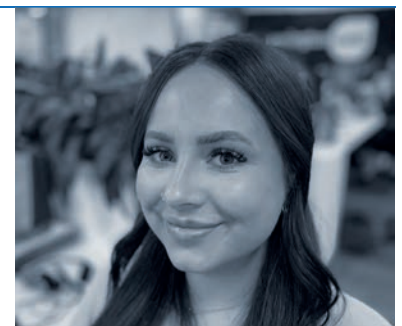
Bryony Stamper

Consultant

Bryony is a Consultant in the rail team focusing on the blue collar PTS roles. Bryony has excellent networks amongst clients and candidates up and down the country. She is fully versed with sponsorship and manages our Sentinel system. For anyone looking to work on the rail trackside, please do give her a call.

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Abby Bissett

Recruitment Coordinator

Abby works with rail candidates and clients ensuring the extensive regulatory and compliance requirements within the sector are met at all times during the recruitment process and that talent supply is unencumbered. She also supports the team with resourcing and candidate service.

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Testimonials

"I 'met' (over Teams) with Carrington West and discussed in-depth a role I needed filling, after we hadn't been able to find suitable candidates directly. Within a few days I had a CV for a candidate who appeared to be perfect. **Following two successful interviews I took this candidate into my team and he has slotted in exactly where I needed him to.** Throughout the process, Carrington West was prompt with replies and quick to sort interviews and get the necessary documentation over. The whole hiring process was straightforward and stress free, the candidate was fully vetted before his CV was sent over. I look forward to working with them in future."

Head of Track Solutions, Balfour Beatty

"We have **built a strong working relationship through good communication and the high level of service provided.** Recently, we have had a requirement of 10+ PTS workers on relatively short notice and Carrington West managed to fill the roles very quickly and efficiently." The candidates sent over were perfect for the role and have all received positive feedback from their work on site. Overall, I have found Carrington West to be very professional, responsive and they always provide the right level of candidates to match our briefs.'

Human Resources Manager, ADComms

"Carrington West support us with both contract and permanent staffing on our Technical Engineering teams based across the whole UK. **They provide a very good service and communication** through the process, are always available on the phone and email to resolve problems and have not had to deal with complaints which is a compliment to their service. They were strong across all our needs."

HR Advisor, SYSTRA

"Carrington West have demonstrated their expertise in sourcing excellent quality candidates within tight timescales, **I have also been impressed by their ability to source some of our more peculiar requirements within our rail sector; most recently by filling a specialist role in a remote location, within 24 hours.** We have found them to be very professional, responsive and are submitting quality candidates that meet the briefs we issue, all within a timely manner."

Recruitment Advisor Contingent Workforce, Atkins



Best Practice & Supply Chain Confidence

The industry sectors we operate in are highly regulated, so a number of standards and accreditations are required for us to operate as part of the talent supply chain. Our dedicated compliance team work with our clients, candidates and consultants to ensure we meet and exceed the criteria required to maintain the highest possible standards in all industry sectors.

INVESTORS IN PEOPLE®
We invest in people Platinum



Services

Specialist Technical Recruitment

For over a decade, we've been working with businesses, large and small, to attract outstanding permanent and contract talent. Our focused approach and specialist knowledge enables us to quickly get to know your specific business needs and find you the top people.

Payroll Management

We are able to offer you a payroll solution encompassing contingent worker on-boarding, compliance management, supplier auditing and management and consolidated invoicing and reporting.

Market Intelligence

As recruitment specialists with a huge amount of experience within technical sectors, we can provide you with detailed market insight which can help inform your recruitment strategy. We speak with thousands of specialist candidates every week while also attending industry events and having strong bonds with industry partners providing detailed insights to skills markets.

Executive Search

We have significant experience and success in identifying the very top talent for Senior / Director level appointments within your business. Working exclusively with you, on a contingent or retained basis, we are able to map the market using our extended network and advanced resources to identify the very top talent for your requirement, including candidates that are not proactively job seeking.

Account Management

We manage the full recruitment cycle working closely with senior management to ensure our clients meet all their recruitment requirements. This service would also include monthly or quarterly account reviews.

Talent Attraction Services

Our talent attraction service is a marketing solution designed to develop and communicate your 'employer brand' positioning, enhancing the perception of your organisation as an employer and attracting highly skilled candidates. Our sector specific consultants make use of the high number of candidates visiting our website and social media channels each month to ensure that your brand and roles stand out to our audience.

IR35 Solutions

Our highly trained and knowledgeable consultants have been supporting our clients to help manage IR35 within their non-permanent workforce within both the public and private sectors. We are able to advise on policies and process which will ensure upmost compliance and protection.

Retained Search

We are able to offer bespoke retained search services whether for single highly skilled or high level roles, through to focused recruitment campaigns or specific projects. When carrying out retained search for our clients we offer customised advertising and dedicated consultants, with a 100% success rate.



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