



carrington west

Highways, Transport & Infrastructure

Technical Recruitment Services
for the UK Built Environment

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.

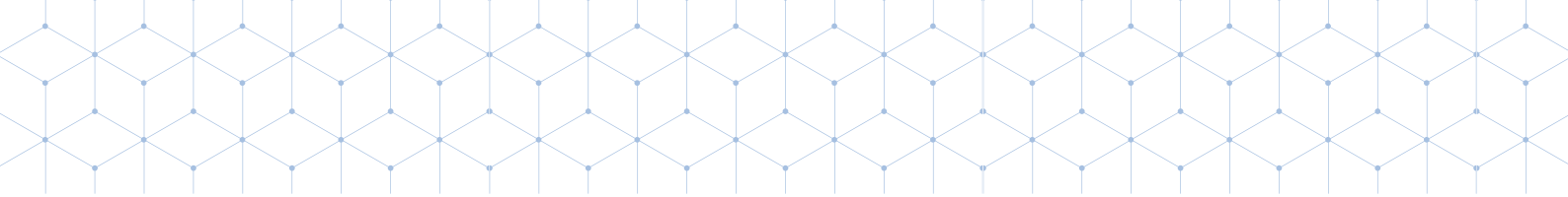
By “being better” at everything we do, we help our clients build the most successful teams and our job seekers navigate their dream careers.

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.

Working Across the Country to Recruit the Best Design & Delivery Talent

Carrington West's highways, transport & infrastructure division consists of five specialist teams providing temporary and permanent recruitment solutions to hundreds of clients across the UK. Put simply, by working in highly niche areas we are able to access the right talent that help you design and build the backbone of our country.

At Carrington West, our philosophy is to recruit with an 'inch-wide, mile deep' ethos, ensuring maximum expertise and technical knowledge is offered by our consultants, who immerse themselves in their specific fields. To facilitate this, each of our five teams works within a sub-sector of the industry, so you can be sure the team supporting you has genuine expertise and a very refined focus.



Sector, Regional & Nationwide Coverage

Highways, Transport & Infrastructure – Permanent Team

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.

Public Sector: London & South East – Contract Team

Working with local authorities and term maintenance providers across the South East of the UK, our market-leading team of consultants are the go-to agency for dozens of boroughs and county councils. The team specialises in the placement of temporary workers on local authority projects, with our focus designed to mirror those of our clients.

Public Sector: Regions – Contract Team

The public sector regions team offers the same expert service as the London & South East team, but to maximise our understanding of local networks of candidates has been divided geographically. As a team we support local authorities and their partners across the UK, from Cornwall to the Shetland Islands, and with it have developed extensive networks in traditionally more difficult areas to recruit.

Highways & Infrastructure Consultancy – Contract Team

The highways & infrastructure consultancy team operates exclusively in the design consultancy space, primarily representing highly-skilled design engineers and technicians. We support clients of all sizes, from start-ups and SME's right the way through to major international consultancies, offering genuine expertise in a highly technical market.

Highways Project Delivery – Contract Team

This specialist team is designed to facilitate higher volume, faster-paced recruitment of skilled temporary workers to deliver both minor and major highways maintenance and construction schemes. Whether it's a site agent to start at short notice or a quantity surveyor to strengthen your commercial team, we can deliver with efficiency.

Partnership & Collaboration

We work with our clients on a contingent, preferred, and exclusive basis, offering a professional and quality assured service however small or large your requirements.

Partnering with local authorities, design consultancies and construction & maintenance contractors we speak to thousands of candidates on a weekly basis and offer a truly expert service to everyone in the talent supply chain.





Quality Assurance & Adding Value

A high quality and time and cost-efficient recruitment service is what we do best. We work in highly regulated industries where you need to know all the boxes are ticked before you engage an employee. Our in-house compliance team support consultants in presenting only quality assured talent that meet all requirements.

In addition to the recruitment services we provide, we also partner with many organisations to enable them to outsource their payroll to our in-house payroll team as well as the provision of IR35 and legislative support, benchmarking activities and access to our four regional offices for interviews and inductions.



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.

Meet the Team

Blayne Cahill

Director

Blayne is the Director of the highways, transport & infrastructure division at Carrington West, leading specialist teams who provide recruitment solutions to contractors, consultancies and local authorities across the UK. Blayne has over a decade of experience recruiting into the highways, transport & infrastructure sectors and is an IR35 specialist, responsible for ensuring Carrington West continue to provide a market-leading service to over 4,000 candidates and clients weekly. A national award winner in his field, Blayne is uniquely well-positioned to support our customers by drawing on his unrivalled network of industry contacts UK-wide.

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Simon Gardiner

Director

Simon is Director of the highways, transport & infrastructure permanent team. He is an experienced recruitment leader and co-founder of Carrington West. He was recognised nationally early in his career as the UK's "Best Interim Recruiter", voted by the REC, in the industry's governing body. He is one of three of our management team of seven to have won this award, a record for any recruitment company anywhere in the UK. Simon began his career in with an international technical recruiter before leaving to set up Carrington West and building the highways and town planning teams.

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Highways Public Sector (South East):

Ilya Donets

Principal Consultant

Ilya leads Carrington West's highly successful highways public sector (South East) team. Ilya's team supports over 50 local authorities and their term maintenance partners in the South East of the UK, ensuring they can meet their technical resourcing requirements through the placement of hundreds of candidates on an annual basis. A true industry specialist, Ilya's expertise lies in the placement of temporary staff in to engineering and commercial roles, as well as leading on the IR35 support provided by Carrington West to his team's client base. Ilya is a nationally recognised recruiter having achieved "Highly Commended" in the 2021 REC Awards.

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Phoebe Kingston

Lead Consultant

Phoebe is an experienced Lead Consultant who is responsible for all recruitment Carrington West undertake for multiple local authorities and highways term maintenance providers across the South East of the UK. An expert in the placement of highway, traffic & transport professionals, Phoebe's reputation is built on an exceptionally well-developed knowledge of the local candidate base in London and the surrounding counties.

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023 9387 6043



Luke Brison

Lead Consultant

Luke works alongside Ilya and Phoebe to ensure full geographical coverage of the South East region for our candidates can be offered. An expert relationship builder, Luke partners with numerous large organisations with big temporary worker pools, supporting over 15 different local authorities and term maintenance providers across the South East of the UK. Experienced in the placement of both temporary and permanent staff, Luke's focus is primarily the placement of temporary workers into engineering and project management roles within the highways, traffic & transport sectors.

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Nick Ackerman

Consultant

Nick is a Consultant in the highways, transport and infrastructure division, supporting local authorities and their delivery partners across the South-East of the UK. Nick supports our clients across the full project life cycle by identifying the specialist, highly skilled individuals that enable them to take their projects from conception through to implementation. Nick is an empathic listener with an excellent work ethic, which mixed with his passion for the sector allows him to consistently achieve excellent results for our customers.

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Highways Public Sector (Regions):

Jason Kohle

Team Leader

Jason has over a decade of experience and leads Carrington West's highways public sector (regions) team, supporting clients across England, Scotland and Wales. Jason's team supply temporary staff to both local authorities and term maintenance providers. In addition, Jason is responsible for the provision of other added-value services, including IR35 support, to the dozens of clients his team supports annually. Jason is an expert relationship builder and has a market leading network of professionals across large regional pockets of the UK.

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Harriet Simmonds

Lead Consultant

Harriet is a Lead Consultant in the public sector regions team, working closely alongside Jason and Michael to support numerous local authority and highway term maintenance provider clients across the UK, with the supply of temporary staff. Harriet's expert background in candidate generation has helped Carrington West develop a reputation as the go-to agency with dozens of organisations in the area, with a specific focus on specialists within the fields of highways, transportation and infrastructure.

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Michael Hayward

Senior Consultant

Michael works closely with Jason and Harriet to ensure Carrington West can offer specialist recruitment services to local authorities and term maintenance providers across the UK, working with authorities across all nations. Michael is a meticulous recruiter with an in-depth understanding of the employment landscape. He has a passion for ensuring our clients can find the right candidates for even the most challenging of roles across the entire highways and transportation spectrum.

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Chester Smith

Associate Consultant

Chester is an Associate Consultant in the public sector regions team. He supports Jason, Harriet and Michael by sourcing highly skilled candidates within the highways, transportation and infrastructure sector. Chester is highly task driven with strong communication skills and is passionate about providing an exceptional level of service to candidates.

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023 9387 6077



Project Delivery:

Luke Clifford

Team Leader

Luke specialises in the placements of site-based, commercial, planning and support staff into the highways project delivery sector. With a focus on major highways contractors and term maintenance providers across the UK, Luke has become the recruiter of choice for several contractors nationally. With over 10 years' experience in the recruitment sector Luke's passion comes from building continual relationships with both candidates and clients alike.

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023 9387 6011



Matt Ulysses

Lead Consultant

Matt has approaching a decade of experience in the field and works as part of Carrington West's highly experienced highways project delivery team. Matt supports candidates and clients across the UK who are responsible for the construction and maintenance of major highways projects being delivered on behalf of National Highways. Matt has specific expertise in the placement of site-based specialists and commercial staff and works with several large organisations in the field on an exclusive basis.

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023 9387 6013



Jay Cochrane

Consultant

Jay is a Consultant in the highways, transport & infrastructure division. He works with clients and candidates across the UK in the highways project delivery sector, operating in a highly dynamic environment. Jay's specialism is in the sourcing of high-quality site and commercial staff to support contractors in the sector, whose projects will range from small maintenance schemes to multi-million-pound major projects.

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023 9387 6073



Harvey Barlow

Consultant

Harvey is a Consultant, working with clients and candidates across the UK within the highways project delivery sector, operating in a highly energetic atmosphere. He specialises in the sourcing of high-quality site and commercial staff to support contractors within the sector, whose projects will range from small schemes to multi-million-pound projects. Harvey prides himself on being efficient, customer-focused, and approachable.

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Project Delivery:

Sam Carr Consultant

Sam is a Consultant in the project delivery division. Specialising in the sourcing of high-quality site and commercial staff to support contractors within the sector, whose projects will range from small schemes to multi-million-pound projects, Sam prides himself on his strong communication skills, focus on customer service and knowledge of the UK highways construction industry.

sam.carr@carringtonwest.com
023 9431 4911



Isabella Tappenden Associate Consultant

As an Associate Consultant, Issy has a focus on supporting clients and candidates across the UK within the highways project delivery sector. Specialising in the sourcing of high-quality site and commercial staff to support contractors within the sector deliver on-site project requirements. Issy prides herself on her enthusiasm, attention to detail and adaptability to ensure she provides a high level of customer service to both clients and candidates.

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Lewis-Jay Ashman Associate Consultant

As an Associate Consultant, Lewis-Jay provides support to clients and candidates throughout the UK in the highways project delivery sector. His specialisation lies in sourcing exceptional site and commercial staff to assist contractors in meeting on-site project requirements. Lewis-Jay prides himself on his enthusiasm, attention to detail, and adaptability to ensure he provides a high level of service to candidates.

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Highways & Infrastructure Consultancy:

Evan Brookes

Team Leader

Evan specialises in the placement of highways, infrastructure, transport, drainage, ITS and bridge design engineers and technicians with consultancies UK-wide for many years. Evan currently supports a wide portfolio of clients, including SMEs providing development infrastructure support to housebuilders and commercial developments, to international consultancies working on major highways and structures projects. Evan leads the highways & infrastructure consultancy team at Carrington West and over several years in this niche sector has become the go-to recruiter for candidates and clients UK-wide.

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023 9387 6025



Zubair Ahmed

Consultant

Zubair works alongside Evan to support our clients and candidates in the highly technical highways & infrastructure consultancy design space. Zubair supports consultancies of all sizes UK-wide, with a specific focus on highways, infrastructure and bridge design engineers & technicians. Zubair's clients work on the design of some of the UK's major infrastructure projects, and as such he is regularly able to support our candidates with long-term contract positions on high-profile projects across the country.

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023 9387 6065



Mark Davies

Associate Consultant

Mark is an Associate Consultant in the highways, transport & infrastructure team. He works with clients and candidates nationwide within the highways and civil infrastructure sector, specialising in sourcing highly skilled individuals to support consultancies with the design and delivery of infrastructure schemes UK-wide. Mark takes pride in his friendliness and approachability. He is highly task driven with strong communication skills, and passionate about providing an exceptional level of service.

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023 9431 4782



Highways, Transport & Infrastructure (Permanent):

Adam Butler

Team Leader

Adam is Team Leader specialising in providing local authority and private sector organisations with highway engineering, transport planning/modelling, geotechnical engineering and infrastructure recruitment solutions. As an experienced permanent recruitment consultant, Adam prides himself on his in-depth sector knowledge enabling him to provide accurate and up to date advice to hiring managers seeking new talent to join their teams. His candidate network spans the UK and has built up as a result of his meticulous approach to candidate care.

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023 9387 6016



Tony Hutt

Lead Consultant

Tony is Lead Consultant with extensive experience in civil engineering permanent recruitment. He works with clients across the UK and has a proven track record of delivering talent acquisition solutions to private sector organisations hiring infrastructure, transportation, highways, bridge & geotechnical engineers. During his career, Tony has developed very strong working relationships with his clients and prides himself of keeping candidates updated throughout every stage of the recruitment process.

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Natasha Jones

Senior Consultant

Natasha is a Senior Consultant working with clients and candidates on permanent roles within highway engineering, transport planning / modelling, geotechnical engineering and infrastructure. She has built strong partnerships with large organisations and SMEs across the UK and developed an excellent knowledge of the talent market in the job functions she covers, also enabling her to be best placed to advise professionals on their next career move.

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Eve Armstrong

Consultant

Eve is a Consultant specialising in providing private sector organisations with highway engineering, transport planning / modelling, geotechnical engineering, and infrastructure recruitment solutions. Working on recruiting for permanent roles, Eve prides herself on her in-depth sector knowledge enabling her to provide accurate and up to date advice to hiring managers seeking new talent to join their teams.

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Highways, Transport & Infrastructure (Permanent):

Patrick Gray

Consultant

Patrick is a Consultant specialising in permanent recruitment within highways, pilling and geotechnical engineering field for both private and public sector clients. He is an excellent communicator and works tirelessly to support clients and candidates at every stage of the recruitment process.

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Jordan Townley

Consultant

Jordan is a Consultant specialising in permanent recruitment within the highways construction industry for both private and public sector clients. He works with clients and candidates across the UK and builds working relationships with his expert knowledge and communication skills. Jordan works hard by always committing himself to be the best recruiter for all his clients and candidates.

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Testimonials

"I have worked with Carrington West since 2017 and they have placed a number of [high-quality, reliable candidates](#) with us over this period of time. Everyone put our way has performed credibly and they have assisted us on a number of major projects which would not have been an easy task without Carrington West's help. The consultant has also provided valuable information on IR35 and ensured the council stayed compliant with HMRC's regulations."

- Principal Engineer, Berkshire-based Local Authority

"I have worked with Carrington West since 2016 and they have been extremely helpful in securing me a number of interim posts across various London boroughs. My consultant, in particular, has assisted me on a number of occasions with payroll, neutral vendor negotiation, payment issues and recruitment for my team over the past 12 months. [Carrington West is very thorough](#) with their approach to candidates and clients and maintains a high level of professionalism whilst delivering exceptional customer service to all parties."

- Head of Parking, London Borough

"I have known Carrington West for nearly three years and found my contact to be an extremely [pro-active recruitment consultant](#) with a strong knowledge of project management and engineering in the highways sector. He is a very strong communicator and always remains courteous and industrious to the client's business requirements."

- Programme Manager, London Borough

"I was initially approached by Carrington West to assist with a multi-million-pound Highways England project. They have been instrumental in providing construction, project management and commercial staff for the project and has since assisted us with further recruitment across the South of UK. We have received excellent feedback from our end client and [I would not hesitate to recommend them to other clients in the industry.](#)"

- Director, International Cost Consultancy



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