



# Helping You Build Better Teams

Technical Recruitment Services  
for the UK Built Environment

[carringtonwest.com](https://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.

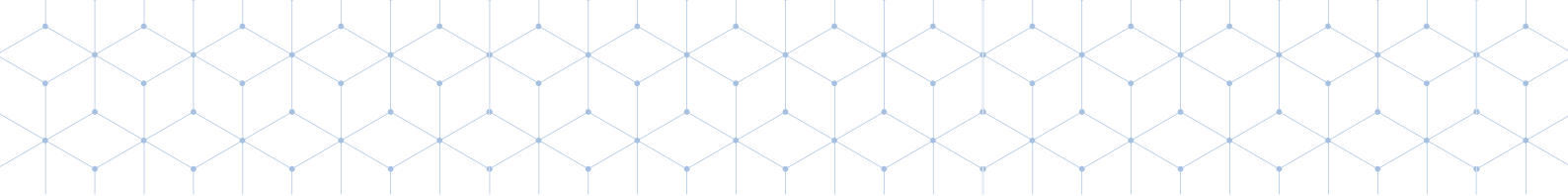
By “being better” at everything we do, we help our clients build the most successful teams and our job seekers navigate their dream careers.

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

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**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.





# 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

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## 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.

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## 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.

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## 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.

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## 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.

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## 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.

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## 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.

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## 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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