



carrington west

# Property

Technical Recruitment Services for  
the Property Sector

[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.

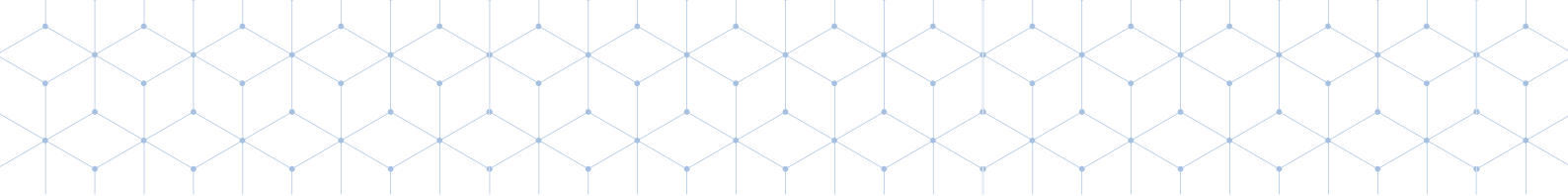
By “being better” at everything we do, we help our clients build the most successful teams and our job seekers navigate their dream careers.

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



**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.

[carringtonwest.com](https://carringtonwest.com)



# Building Teams That Deliver Results

Whatever your hiring requirements and talent objectives, our [dedicated national building control recruitment team](#) are here to help. We service cross-sector organisations such as local authorities, private SMEs, multidiscipline consultancies and developers. Through us, you can access a network of building control professionals from graduate through to executive and director level for both permanent and interim roles.

We guarantee piece of mind that you will only be presented with the most suitable and best in class candidates. The building control professionals we work with typically hold accreditations from RICS, CABE and CIOB which are checked during our screening process by our compliance team.







# Roles Covered

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We build the capabilities of building control teams up and down the UK. Roles we cover include:

- Associate Director
- Head of Building Control
- Building Control Manager
- Building Control Team Leader
- Principal Building Control Surveyor
- Senior Building control Surveyor
- Building Control Surveyor
- Assistant Building Control Surveyor
- Graduate Building Control Surveyor
- Building Control Technician
- Building Control Administrator
- Structural Engineer
- Warranty Surveyor
- Fire Risk Assessor

# Meet the Team

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## Simon Gardiner

### Director

Simon 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 with an international technical recruiter before leaving to set up Carrington West and building the town planning team. Simon has a Business Management Degree from University of Portsmouth Business School.

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023 9387 6020



## Kevin O'Shea

### Department Manager

Kevin is Department Manager providing interim and permanent solutions for local councils and private sector organisations across the UK. He has built and developed strong relationships through his industry knowledge and dedication to providing outstanding levels of client and candidate care. Before joining Carrington West, Kevin started his recruitment career at a large recruitment consultancy on the South Coast where he became a certified recruitment consultant and a member of the Recruitment & Employment Confederation (REC). Having successfully placed town planners from graduate to director level across all disciplines, Kevin has a stellar reputation in the industry and is the go-to consultant for his clients' hiring needs. Kevin holds a degree in Sports Science from University College Chichester.

[kevin.oshea@carringtonwest.com](mailto:kevin.oshea@carringtonwest.com)  
023 9387 6034



# Meet the Team

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## Declan Bacon

### Senior Consultant

Declan is a Senior Consultant. He has established an extensive network of client and candidate contacts and truly understands how to provide a quality service to both utilising a sound technical knowledge of these skill sets. Declan plays a key role in business development, candidate sourcing and supporting his colleagues. Through his commitment to his role, he has helped multiple private and public sector businesses hire the essential talent they need.

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023 9387 6045



## Ryan Hamlett

### Senior Consultant

Ryan is a Senior Consultant working with local authorities and private sector organisations to provide contract recruitment solutions nationwide. He is focused on building new relationships with clients and supporting candidates through the entire recruitment process. Ryan gained invaluable experience in previous recruitment roles supplying volume staffing at short notice and supporting temporary workers. Ryan holds a Business with Marketing degree from Bournemouth University.

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023 9387 6052



## Melanie Cole

### Consultant

Melanie is an Consultant in the building control division. She works with clients and candidates across the UK specialising in the sourcing of high-quality building control professionals from graduate to director level across all disciplines. Melanie prides herself on being highly organised, efficient, and honest; skills which make her the recruiter of choice.

[melanie.cole@carringtonwest.com](mailto:melanie.cole@carringtonwest.com)  
023 9387 6088



# Testimonials

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"My Carrington West consultant is the most exceptional and adroit recruitment specialist I have ever dealt with. He not only has the people skills required for his but also he has [professional expertise, awareness and knowledge of the sector throughout the UK](#). I cannot recommend Carrington West more highly."

[North West Local Authority](#)

"I use Carrington West to source professionals for me whilst on assignment at my current contract. They have been prompt and effective in securing candidates which have suited our requirements very well. [My consultant is easily contactable and responds promptly.](#)"

[Midlands Local Authority](#)

"I can confirm that Carrington West has always been extremely helpful when I have needed assistance in recruiting to vacant posts within our local authority. They are extremely thorough when placing candidates and I feel that [they always goes above and beyond](#) to ensure that we get the right candidate for the right post."

[London Borough Local Authority](#)





# 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.





## **Carrington West Ltd**

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