



Water & Environmental

Technical Recruitment Services for the
UK Water & Environmental Industries

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.

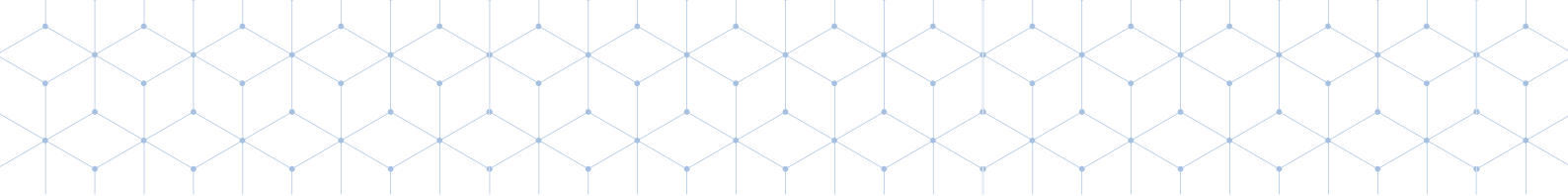
By “being better” at everything we do, we help our clients build the most successful teams and our job seekers navigate their dream careers.

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

Providing the Best Talent for the UK Water & Environmental Industries

We are here to help you design, build and maintain water, wastewater and environmental projects.

The Carrington West water & environmental team prides itself on honesty, quality and effective delivery of solutions for our clients' recruitment needs.

We work with 95% of our clients on a repeat business, preferred or sole supplier basis. Many of our clients have worked in partnership with Carrington West since our team's inception in 2012. We are proud of providing our reliable service year after year. Partnership and continuity of service are of the upmost importance to our team and the cornerstone for client relationships.

Our team has over 50 years of experience working in your sector, ensuring maximum expertise and technical knowledge is offered by our consultants. We are confident that you will know you are talking to an expert during your first conversation with any of our consultants.

Carrington West fosters a radical culture of self-development and continuous training which we believe sets us apart from our competitors.

This has led us to become the first-choice recruitment company for many of the UK's leading water and environmental companies, design consultancies, main contractors, SMEs and subcontractors.





Our Services, Your Way

Carrington West has built our reputation on supplying hard to find candidates in a timely fashion and supplying more volume requirements with the highest level of professionalism and quality. We supply highly regulated industries and process driven clients to the highest standard and we adapt our service to your needs and technical requirements.

We work with our clients on contingent, approved, preferred or sole supplier agreements and supply candidates UK wide on an interim, temporary and permanent basis.

Water & Wastewater

Carrington West support water companies, design consultancies, main contractors, SMEs and subcontractors across the UK, recruiting for companies on most of the UK's major projects throughout AMP7 infrastructure and non-infrastructure frameworks.

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

Water & Wastewater – Design & Consultancy

- Mechanical Engineers
- Electrical Engineers
- Civil Engineers
- Process Engineers
- ICA / Systems Engineers
- Project Engineers
- CAD Designers
- Modellers
- Project Managers
- Design Managers
- Framework Managers
- Directors
- P6 Planners
- Estimators
- Quantity Surveyors
- Commercial Managers

Waste & Wastewater – Construction, Delivery & Maintenance

- Electricians
- Mechanical Fitters
- Electrical Engineers
- Mechanical Engineers
- Project Engineers
- Process Engineers
- Process Operators
- Pump Engineers
- ICA Technicians
- Systems Engineers
- Commissioning Engineers
- M&E Supervisors
- M&E Site Managers
- Project Managers
- Planners
- Schedulers
- Coordinators
- Quantity Surveyors
- Estimators
- Commercial Managers
- Health & Safety
- Site Engineers
- Civil Engineers
- Supervisors
- Site Agents / Managers
- R&M Gangers
- Streetworks
- Reinstatement
- Mains Layers
- Plumbers
- Water Meter Installers
- Water Meter Surveyors
- Leakage Technicians
- CCTV Engineers
- Drainage Engineers
- Confined Space
- HGV
- Piling Engineers
- Slings
- Foreman
- General Labour
- Administration

Environmental & Surveying

Carrington West support the Environment Agency, design consultancies, main contractors, SMEs and subcontractors across the UK, recruiting for companies on most of the UK's major projects environment agency frameworks.

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

Environmental – Design, Construction & Maintenance

- Site Engineers
- Civil Engineers
- Project Engineers
- Foreman
- Supervisors
- Site Agents / Managers
- Project Managers
- Health & Safety
- Planners
- Quantity Surveyors
- Estimators
- Commercial Managers
- Directors
- EIA
- Ecology
- Environmental Managers
- Acoustics
- Flood Risk
- Environmental Engineers
- Geotechnical Engineers
- Geo-Environmental Engineers
- Environmental Scientists
- Hydrologists
- River Modellers
- Flood Modeller
- Samplers

Surveying

Carrington West with over 20 years of survey experience, supports survey companies, consultancies, main contractors, SMEs and subcontractors across the UK.

Our specialist surveying arm recruits from graduates all the way through to directors and within the following disciplines:

- Utility Surveyors
- Topographical Surveyors
- Land Surveyors
- Measured Building Surveyors
- CAD Designers
- Survey Managers
- Operations Managers
- Project Managers
- Support Staff
- Bids & Tender
- Business Development
- Volumetric
- UAV (Drone Surveying)
- MBS (Measured Building Survey)
- Hydrographic
- 3D Laser Scanning
- GPR Surveys
- GPS Surveys
- Utility Surveys (PAS 128)
- Boundary Surveys
- Engineering & Restoration Surveys
- Site Engineering Surveys / Setting out

Meet the Team

Alex Kerr

Director

Alex Kerr is a co-owner of Carrington West and has led an impressive career as Director of the water & environmental division providing effective and reliable recruitment solutions that help clients deliver major infrastructure projects across the UK. He specialises in both permanent and contract recruitment and has an unrivalled track record with utility companies, tier 1 & 2 contractors and global consultancies. He prides himself on long term relationships with high profile clients based on trust & delivery. Alex is an authentic recruitment professional who always works to the highest possible standard.

alex.kerr@carringtonwest.com

023 9387 6001



Dave Kua

Department Manager

Dave is a specialist technical recruitment professional with over 12 years of industry experience in the water, engineering and environmental sectors. He takes a consultative approach and has successfully built long term strategic partnerships with clients across the UK. He covers both permanent and contract hires for the water, environmental and survey sectors covering all skill sets in for both site and office based roles.

dave.kua@carringtonwest.com

023 9387 6003



Mario Fourie

Senior Account Manager

Mario is an Senior Account Manager working with organisations in the water and utilities industry across the UK. He plays a major role in maintaining and building relationships with leading water and utility providers and is the main point of contact and co-ordinator facilitating the supply of talent of all levels. Through his commitment to this role, he has helped Carrington West develop and improve service delivery through implementation of operational efficiencies and industry best practice.

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Meet the Team

Chas Earl

Senior Consultant

Chas is a Senior Consultant working with SMEs through to multinational organisations including water utility companies, mainframe contractors, sub-contractors, design/environmental consultancies, and survey companies. He helps his clients grow and develop their teams and takes a proactive and collaborative approach, enabling him to act in an advisory capacity providing talent market insights as well as a range of recruitment solutions. Chas specialises in permanent hires for all these areas.

chas.earl@carringtonwest.com

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Kevin Elder

Senior Consultant

Kevin is a Senior Consultant in the water & environmental team. He is an experienced water sector recruiter, working on both contract and permanent recruitment solutions for clients looking for mechanical, electrical and automation talent. He is known for taking the time to understand their requirements which helps him provide exceptional service to both clients and candidates and forging long term relationships with his broad network.

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023 9387 6035



Sam Bevan

Senior Consultant

Sam is a Senior Consultant working with clients and candidates across the UK, on both contract and permanent roles for key infrastructure and non-infrastructure projects attached to water and environmental sectors. He has a customer service mindset and strong interpersonal skills that help hiring managers and job seekers achieve their goals.

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Ray Marsh

Account Manager

Ray is an Account Manager in the water & environmental team. He manages client relationships for organisations hiring both permanent and contract positions in contractors, consultancies, and water utility providers. Having worked previously as a recruiter, Ray has an in depth knowledge of the processes and challenges his clients face and can help them navigate through the talent demands they have when working on major infrastructure projects.

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023 9431 4786



Meet the Team

Richard Walker

Consultant

Rich is a Consultant working in the water and utilities sectors, working with clients to source candidates for permanent positions. He takes pride in providing a fully consultative service and has grown a strong client base across his chosen markets, with a reputation for building lasting relationships. Having started his career as a resourcer within the utilities team, Rich developed his market knowledge and passion for providing exceptional candidates.

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023 9387 6023



Jason Miguel

Consultant

Jason is a Consultant in the utilities team, specialising in the water sector. He works with clients and candidates, providing recruitment solutions, using his knowledge of the industry to support through the recruitment process. Prior to joining Carrington West, Jason worked in retail and sales where he developed excellent communication skills and delivered a high level of customer service.

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Bryn Furber

Consultant

Bryn is a Recruitment Consultant, specialising in the water and environmental sectors. He works with clients and candidates to provide recruitment solutions, using his knowledge of the industry to support and advise throughout the recruitment process. Bryn previously worked in property and portfolio management where he developed excellent communication and organisational skills and delivered high levels of customer service.

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023 9431 4918



Libby Horner

Consultant

Libby is a Consultant working in the water & environmental team. She works with clients and candidates across the UK, on both contract and permanent roles for key infrastructure and non-infrastructure projects. She prides herself on her ability to build important relationships through her invaluable communication skills, which is an essential attribute of a successful recruiter.

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Testimonials

"Carrington West has **made over 100 placements for us**. They are always open with their approach, fast to act and deliver on what is promised. We have utilised both permanent hires and subcontract staff which has given us a more flexible recruitment model. They play a large part in ensuring we can find technical staff with water industry experience – something that is not as easy to find with other agencies. **They really know our business and understand our needs.**"

Operations Director, Tier 1 Contractor – Water

"Carrington West has been very open and consultative throughout the time I have worked with them. They always **exceed expectations**, have been very flexible with our needs and always seek to solve any problems we have with resourcing. Since our first dealing Carrington West they **have successfully placed over 250 water industry professionals**, the majority of them either placed directly or on a contract with them later being offered permanent positions."

Operations Manager, Global Consultancy - Water

"Over a period of time Carrington West has become the largest provider of staff for my teams and have time and again shown that they can deliver my requirements within tight time frames and to a **very high standard**. Working with them we have developed a cost effective recruitment process that could handle volume applications in a short timescale and have **placed in excess of 90 staff within a 2 year period** - many of whom went onto permanent positions within the company."

Delivery Manager, Tier 1 Contractor – Water



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

REC
Professional Member



THE SUNDAY TIMES
Best Places to Work 2023
MEDIUM COMPANY

disability confident
EMPLOYER

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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