



# Civils Senior Talent

CAPABILITY  
DOCUMENT



## OUR APPROACH

CST delivers a best-in-class executive recruitment solution on senior or 'difficult-to-fill' positions in civil engineering contracting. Our focus is the identification and capture of the top 10% of talent for a specific job role. In most businesses, elite performers contribute disproportionately to the business profitability; we harness the incremental value these individuals bring to businesses and our clients are more than satisfied with the results.

We do not share the generalist approach of traditional head-hunters or search firms, many of whom operate not just outside of civil engineering but outside of the construction industry entirely. We specialise exclusively in the civil engineering contracting market.

Consequently, our contacts and relationships at the senior level are unrivalled and can be leveraged quickly to deliver assignments. Other organisations may struggle as they slowly accumulate some knowledge; in contrast, our experienced consultants are experts immersed in the sector with up-to-the-minute intelligence identifying & securing the top percentile of performers.

We do not adopt the limiting approach offered by many traditional construction agencies: advertising on internet job boards; saturating social media; trawling a static database. Instead our approach is search-orientated and designed to deliver the best possible shortlists on each assignment.

We will network and headhunt through the market to secure the elite performers who are less likely to be 'looking' for a new position as being an achiever; they will be valued and have an attractive career path in front of them.

We are senior specialists operating to board level, only in civil engineering.



**We specialise exclusively  
in the civil engineering  
contracting market.**

# DELIVERING SENIOR TALENT IN A RANGE OF DISCIPLINES

- Senior Management
- Planning
- Estimating
- Bid Management
- Commercial Management/Quantity Surveying
- Operational Management
- Business Development
- Health, Safety and Environmental Management Procurement



## DID YOU KNOW?

Founded in 2010 we work relentlessly with our partners to secure the right fits for candidates and organisations.

# OUR CLIENTS WORK ON PROJECTS IN A RANGE OF FIELDS

- Highways
- Water
- Utilities
- Flood Alleviation
- Rail
- Nuclear
- Energy
- Groundworks
- RC Frame



## DID YOU KNOW?

Being based in Birmingham places us at the heart of the country allowing us ready access to clients and projects nationally.

# PRODUCTS & SERVICES

## CONTINGENT RECRUITMENT

We provide a qualified, reference checked short-list against an agreed brief on a 'no placement - no fee' basis. Using our extensive contact base, we will network through the market to identify the best applicants screened against the criteria you give us. Applicants will be profiled, and reference checked. We will then manage the interview process including presenting an offer of employment and liaising with the candidate during their resignation process.

### Sample Contingent Process

- Detailed role brief taken from the client;
- Candidates identified (typically 150-200 approached, vetted and referenced);
- Candidates then top-graded to establish elite performers for the role;
- Candidate short-list presented to client;
- Interviews arranged;
- Job offer negotiation with client and candidate;
- Candidate liaison through resignation process to commencement of employment.

## RETAINED/EXECUTIVE SEARCH

Appropriate for executive or 'difficult-to-fill' roles, this methodology enables us to invest more time with a client to research, identify and secure the absolute best people where skills may be scarce, updating you at regular intervals on progress whilst documenting our activity and performance.

### Sample Search Process

- Detailed role brief taken to enable effective mapping of marketplace for required skills;
- Exhaustive identification of entire market. Typically 100 people then determining top performers;
- Headhunt approach made to elite candidates for role followed by vetting/referencing;
- Candidates then top-graded to establish who elite performers are;
- Shortlist of most suitable elite candidates presented along with long-list of all identified candidates;
- Interviews arranged;
- Job offer negotiation with candidate and client;
- Candidate liaison through resignation process towards commencement of employment.

# A POINT OF DIFFERENCE

As senior specialists we work solely in the civil engineering market, unlike many generalist headhunters who may not even specialise in construction, much less civil engineering.

We deliver elite candidates for senior positions or 'difficult-to-fill' assignments which traditional specialist recruiters struggle to complete successfully, being reliant on the internet and their limited database.

We combine sector specialism with sophisticated search techniques to deliver elite applicants who add profitability to the business bottom line.

## RECENTLY COMPLETED ASSIGNMENTS

- Pre-Contract Director – National Civil Engineering Contractor
- Regional Director – National Civil Engineering Contractor
- Commercial Director – Groundworks Contractor
- Managing Estimator – National Civil Engineering Contractor
- Senior Planner – Regional Civil Engineering Contractor
- Commercial Manager – Groundworks Contractor
- Operations Director – Groundworks Contractor
- Project Director – National Civil Engineering Contractor
- Framework Director – National Civil Engineering Contractor
- Senior Commercial Manager – National Civil Engineering Contractor





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## About us

We are a boutique executive search business focussing purely on the civil engineering market.

We specialise in finding the top tier of talent for civil engineering contractors and related specialist businesses. We deliver top talent for executive/senior and middle management positions as well as niche or 'difficult-to-fill' roles.

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