



Securing the best construction & engineering specialists for your business

The power of people





About Cobalt Recruitment

Cobalt Recruitment was set up in London over a decade ago to provide specialist recruitment and HR advisory services to the built environment and infrastructure sectors. In recognition of today's global skills market, our experienced Construction & Engineering team operates from offices across the UK, Europe, Middle East, Asia & New Zealand. We have the ability to source high-calibre construction and engineering professionals for any location around the world.

Why use Cobalt Recruitment?

Quality results

- We are known for recruiting, retaining and training market leading consultants. We pride ourselves on the quality of our service and the consistency with which we deliver desired outcomes and this begins with our exceptional consultants.
- Our consultants have a deep knowledge of their sectors with many having professional experience in the industries that they now recruit for.
- Our consultants are trained in multiple recruitment methods, such as contingency recruitment, interim, advertised selection and executive search.
- Our Construction & Engineering team is led by an experienced management team, which has extensive experience of recruiting for the built environment and infrastructure sectors.

Tried and tested

- With the majority of our turnover coming from repeat business, we focus on building long-term partnerships with our clients. As such, we frequently feature on preferred supplier lists for clients ranging in size from boutique, locally focussed businesses to multinational, multi-disciplinary organisations.

Secure high-calibre construction and engineering professionals for your projects

- Our domestic search efforts are combined with our international reach to benefit our clients where they require a wide-angle approach to candidate sourcing.
- Our consultants maintain extensive passive jobseeker networks that we can tap into to ensure we present you with the best selection of candidates.
- We work with and support numerous industry bodies to maintain our visibility in the market and attract quality candidates and monitor market trends.
- We take time to vet prospective employees fully. Each candidate is interviewed and assessed by a trained, specialist consultant on current and past experience, professional qualifications, educational background; as well as seeking to understand their motivations and ambitions for their own career development. We take a consultative approach to ensure they are right for the role they are being considered for.
- We are able to administer and provide psychometric assessments if requested.

Global capability

- With 14 offices across four continents, we offer a true global reach.
- All consultants work from a centralised IT system that includes our database, meaning real time access to a captive and constantly expanding global talent pool.
- Our consultants are recruited from around the globe and include Arabic, Croatian, Dutch, Filipino, French, German, Mandarin, Romanian and Spanish speakers.

Cobalt Recruitment Guarantee

- On the rare occasion that the hire of your new recruit doesn't work out as well as you would have hoped, you will be covered by our guarantee, where we will seek to introduce a replacement employee at no extra charge for a specified timeframe.



Our services

Contingency and interim recruitment

We have a rich database of construction and engineering professionals. This enables us to react quickly to your resourcing requirements and provide a tailored selection of appropriate candidates to suit your specifications on a permanent, interim or contract basis.

Advertised selection

We use a variety of media including industry specific publications. This is done either in conjunction with your own brand or anonymously if more appropriate.

Executive search

Our consultants are fully trained in the processes of both domestic and international executive search. We are able to source senior professionals and those with rare skill sets at all levels who are difficult to attract through advertised selection and database resourcing. This approach also ensures confidentiality is maintained when dealing with sensitive senior positions. We have an in-house research team who are up to date with current market trends, and have a deep understanding of the individuals within it.

Remuneration advice

Our consultants are able to provide support and advice in other human resource areas such as compensation and benefits. We offer salary surveys for specific senior executives, as well as organisation wide reviews.

Skills testing and psychometrics

If you would like to include testing as part of your hiring process and you don't have the resources in-house to do so, we can facilitate this process.

Disciplines covered

We are able to provide specialist technical professionals to meet your sector, project, location and cultural requirements. The disciplines covered include but are not limited to:

- Commercial Management/Quantity Surveying
- Cost Management
- Contracts Management
- Project Management
- Project Planning
- Construction Management
- Site Management
- Health & Safety
- Civil Engineering
- Structural Engineering
- Mechanical Engineering
- Electrical Engineering
- Environmental & Sustainability

A selection of our recent placements

Region	Positions filled	Client
UK	• Quantity Surveyors • Commercial Managers • Project Managers	Multi-national Construction Consultancy
UK	Real-estate and infrastructure • Senior Project Managers • Quantity Surveyors	Multi-national Construction Consultancy
UK	High-end residential project • Head Quantity Surveyor/Cost Management	High End Residential Developer
UK	Mixed use developments • Associate Director Project Management	Property Developer
UK	High-end residential developments • Project Directors	High End Residential Developer
UK	Commercial development portfolio • Development Project Manager	Leading Investment Company
UK	Head of London Office	Niche Boutique Consultancy
UK	Development Manager	Fund Manager
UK	Development Director	High-end Residential Developer
UK	Head of Party Wall Matters	Global Property Company
UK	Project Director	Leading REIT
Canada	• Project Managers • Commercial/Contracts Managers • Lead Estimator, • Design Managers	Global Infrastructure Developer
China	Quantity Surveyor	International Cost Consultant
China	Project Manager	Asian Developer
Germany	Head of Procurement Facility Management	Housing Association
Germany	Senior Project Manager	UK & CEE Developer
Germany	Consultant	Multi-national Construction Consultancy
Germany	MEP Engineer	Leading Property Fund
Kuwait	Multiple asset infrastructure project • Construction Manager • Contracts Manager • Quantity Surveyors • Civil Engineers	Head Contractor JV on Major Project
Multiple locations	Numerous project, commercial and engineering roles	Global Contractor

Region	Positions filled	Client
Multiple locations	Wastewater treatment plants • Engineers	Global Contractor
New Zealand	National Business Development Manager	Global Engineering Consultancy
New Zealand	Auckland Group Manager, Structural Engineering	Specialist Engineering Consultancy
New Zealand	Principal Civil Engineer	Global Engineering Consultancy
New Zealand	Technical Director, PPP	Infrastructure Fund
New Zealand	Senior Project Manager	National PM Consultancy
New Zealand	Associate Director	Leading NZ Cost Consultancy
New Zealand	Senior Quantity Surveyor	Leading NZ Cost Consultancy
New Zealand	Commercial Manager	Top Tier Main Contractor
New Zealand	Senior Development Manager	Leading Development Company
Qatar	Light rail transit project • Estimators • Methods Manager	Qatari Developer
Singapore	Senior Commercial Manager	Construction & Engineering Company
Singapore	Managing Quantity Surveyor	Global Cost Consultancy
Singapore	Head of Estimation	Global Cost Consultancy
Singapore	Project Manager	Local Developer
Singapore	Project Engineer	Contractor
Turkey	Director of Project Management	International Hotel Chain
UAE	• Commercial Manager • Surveyors	Regional Dredging Contractor
UAE	Quality Assurance Manager	Total Facilities Management Company
UAE	Operations Manager	Total Facilities Management Company
UAE	Power Plant Project • Commercial Manager	Global Business Advisory
Ukraine	Head of Construction	Integrated Property Group

The next step

Now that you know more about us, we'd like to know a little more about you. Please contact your nearest office so we can understand more about your business, your culture and any current recruitment requirements that you may have.

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Affiliations

