



Securing the best real estate professionals 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 real estate, built environment and infrastructure sectors. In recognition of today's global skills market, our experienced team operates from offices across the UK, Europe, Middle East, Asia & New Zealand. We have the ability to source high-calibre real estate 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 including a number who are MRICS.
- Our consultants are trained in multiple recruitment methods, such as contingency recruitment, interim, advertised selection and executive search.
- Our Real Estate team is led by an experienced management team, which has extensive experience of recruiting for the real estate, 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 real estate professionals for your projects

- Our domestic search efforts can be combined with our international reach if you 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 does not 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 real estate 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 professionals to meet your sector, project, location and cultural requirements. The disciplines covered include but are not limited to:

- Professional Services – Valuations, Landlord & Tenant, Ratings Surveying
- Investment and Leasing
- Property Management
- Asset Management
- Fund Management
- Facilities Management
- Corporate Real Estate
- Development
- Residential
- Research, Economics and Forecasting
- Town Planning
- Property Accounting
- Project Management
- Building and Quantity Surveying
- Business Systems

A selection of our recent placements

Positions filled	Client
Senior Director Office Agency	European Property Consultancy
European Acquisition & Development Manager	Student Housing Investor
Acquisitions Director	German Pension Fund
Acquisitions Director	Pan-CEE Developer, Amsterdam
Valuations Partner	Property Consultancy, UK
Head of Valuation	Property Company, Germany
Land & Planning Director	House Builder, UK
Residential Asset Manager	Property Company, UK
Development Director	Retail Developer, UK
Senior Project Manager	Developer, Germany
Head of Project Management	Hotel Operator/Developer, Moscow
Project Manager	Asian Contractor, Singapore
Retail Analyst	Property Company, UK
Retail Asset Manager	Property Company, UK
Asset Manager	International Real Estate Advisor
Interim Asset Manager	German Insurance Company
European Asset Manager	Real Estate Investment Manager
Senior Asset Manager	Investment Company, PRC
Director, Property Management	Real Estate Management Company, Abu Dhabi
Director of Portfolio Strategy	Investment Investor, US
Head of Real Estate Investment & Finance	Investment Bank, Doha
Head of Capital Raising	Global Investment Management Business, Abu Dhabi
Managing Director	European Investment Fund, Prague
Real Estate Product Specialist	Private Equity Group, US

Positions filled	Client
Interim Transaction Manager	Global Financial Services Company
Portfolio Manager	Global Asset Manager
Fund Manager	Institutional Investor, UK
Real Estate Fund Investment Associate	Sovereign Wealth Fund, Abu Dhabi
Associate Partner – Project Manager	Project Management Business, UK
Salaried Partner Building Surveying	Property/Construction Consultancy, UK
Senior Quantity Surveyor	Building Consultancy, Singapore
Account Director (government contract)	FM Provider, UK
Head of Facilities Management	Global Financial Services Organisation
Senior Building Manager	UK Managing Agent
Finance Director	Canadian Pension Fund
Real Estate Strategy & Finance Manager	Big 4 Advisory Firm
Research Analyst	European Pension Fund
Head of Research	Property Consultancy, UK
Analyst & Researcher	Private Equity Firm, Singapore
Director of Research Europe	International Fund
Investment Director Germany	Scandinavian Bank
Property Manager	Real Estate Commercial Services Firm, Abu Dhabi
Interim Head of Property Management	European Property Consultancy
Development Director, Warsaw	CEE Shopping Center Developer
Investor Relations, Manager	European Property Investment Manager

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.

Office Network

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Affiliations

