



mustard



be

The built environment industry is estimated to contribute over £115 billion annually to the UK economy and more than 1 in 20 of all jobs in the UK are in construction. The built environment market is changing, growing and diversifying. Continued technological advances are allowing projects to be completed faster and with less error, while a more cohesive strategy towards BIM is forcing policy makers to consider more seriously the entire life cycle of a building.

Recruitment in the industry echoes similar changes. At the top end of the market, it is increasingly difficult to source experienced talent, whilst at entry-level, competition for placements is hotter than ever, almost saturated in some areas. There is a growing re-emergence of a market for contract/temporary roles as the industry reacts to turbulent market conditions and permanent recruitment is becoming increasingly about package extras, with flexibility and benefits at the forefront of discussions.

mustard BE are recognised as industry leaders in built environment recruitment and our BE division boasts over 50 years' combined recruitment experience. We continue to innovate and adapt to new trends and market requirements across our 3 core disciplines, architecture, construction and developer.

architecture

Architecture is a very technically challenging industry to recruit into and requires a high level of understanding and a good eye for design. Our team benefit from longevity and continuity in their roles in order to build up a complete knowledge of industry terminology and develop a considered eye for picking out a good portfolio.

Each of our consultants works in a specific geographical area and therefore understands the parameters and limiting recruitment factors that may affect architecture practices in both dense urban areas and more rural settings. Our national coverage allows us to be the first to know when talent moves into or out of a region. We take an active interest in championing regional and national organisations such as the RIBA and the CIAT and we also support local charitable initiatives and promote CPD and networking events.

Architecture clients we service include: Private Architecture practices from Sole Practitioners up to Large AJ100 firms, Multi-disciplinaries, Local Authorities, End-user Clients, Landscape Design Consultancies, BIM Consultancies and Urban Design Practices.

Typical roles recruited for

Architectural Assistant
Architect
Project Architect
Senior Architect
Architectural Technician Technologist
Associate, Director
Urban Designer
Landscape Architect
BIM Coordinator
BIM Manager

Clients

Aedas

ALLFORD
HALL
MONAGHAN
MORRIS

BDP. Perkins&Will Ryder

construction

The continued rise of the Design and build contract type has created a growing need for Design Managers, Coordinators and Technical advisory positions. To fill these, construction businesses often look to the specialised eye of someone who is architecturally trained and therefore our own skillsets have proved very capable to transition into recruiting for niche design and coordination roles within contractors.

We are comfortable providing support both on an ad-hoc contingency basis and under supplier agreements and frameworks for larger businesses. We can also be retained for specific volume hiring or executive search function. Each of our consultants work within the confines of a geographical region but within that area they cover all permanent and contract vacancies, so no need for multiple contacts. Our ethos is heavily biased towards quality over quantity so no 'spam' or off-brief CV submittals.

Construction clients we service include: Main Contractors, End-user Clients, Turnkey Design and Build Operations and Small/Regional Contractors.

Typical roles recruited for

Design Coordinator
Design Manager
Technical Coordinator
Technical Manager
Project Manager
BIM Coordinator/Manager
Site Manager
CAD Technician

Clients



MORGAN
SINDALL
GROUP

midas

developer

Our Developer discipline focuses on servicing the businesses who are making development happen, be that in the residential, commercial, retail or industrial sector.

We are confident in our ability to deliver tailored recruitment solutions to property developers of all shapes and sizes, working directly with hiring managers or collaborating with inhouse recruitment and HR teams. Our specialised knowledge of the built environment industry allows us to strategically target candidates at the very top end of the market whilst delivering a cost-effective and efficient programme of support for more essential delivery roles.

Developer clients we service include: Residential developers from small operations up to national PLC housebuilders, Commercial developers, Hotels/Leisure Development Agencies, Outsourced Residential Design consultancies and Layout Design specialists.

Typical roles recruited for

Architectural Technician/Technologist
Technical Coordinator
Technical Manager
Head of Technical
Design/Planning Executive
Design Manager
Head of Design
Layout Designer
Urban Designer
Masterplanner
BIM Manager

Clients



BLOOR HOMES



Taylor Wimpey

case study 1

Kay Elliott



Tanya Griffiths
Director,
Kay Elliott Architects

Problem:

Geography. Kay Elliott struggle to attract the top talent they are looking for primarily as a result of the rurality of the head office location.

Solution

Exposure. When we are looking to recruit, mustard actively market our practice requirements and portfolio to prospective candidates both in and out of our region, giving us a much wider net than we'd be able to cast on our own. In addition, even when we are not actively looking, we are always the first to know on any candidates who are moving to the area from London or elsewhere, giving us an edge over our local competition in recruitment.

Testimonial:

We have developed a strong relationship with mustard as our preferred recruitment consultants. They have gained an insightful understanding of our business, its culture, our specialism and our location and we have been able, with mustard's services, to enhance the quality and capacity of our workforce over the last 8 years. There is an art to matchmaking architectural practices with the right candidates, but also the need to be well connected with a strong network both locally to the South West and for us to also have a reach to the wider national context. The combination of great insight and strong networks clearly differentiate mustard from the recruitment field.

case study 2

STONEWOODDESIGN



Nicola Du Pisanie
Founding Director,
Stonewood Design

Problem:

Recruiting when managing the ups and downs of running a small or growing business. It is sometimes difficult to be able to commit to making a permanent appointment.

Solution

Temporary or Contract staffing solutions. When a peak of workload arises, we need to be able to react quickly and efficiently to deliver for our clients. We rely on the strength of the network mustard have in the local area to give us options who meet our criteria on a short timeframe. Mustard then manage interviews and payroll the individual(s) we need for as little or a long as we have the requirement.

Testimonial:

We have been going to mustard in our hours of need for almost 6 years now. As a small practice we need to be careful about how and when we take on permanent employees. So, when deadlines emerge and we need extra support, we approach mustard to help us out. We give a list of things this mystery person needs to fulfil in as much detail as we know, time we think they will be needed for and when we would like them to start. Mustard are always straight on it and often back to us within a couple of hours with some options. They are careful with both listening to what skillsets we need and then matching it with available personnel. Using freelance working through mustard has allowed us to fulfil our commitments but calmly grow the office when needed. We can HIGHLY recommend mustard to other practices small and large needing to hit deadlines! I can foresee us carrying on our relationship with mustard for many more years to come!

the mustard built environment team



Oscar Dixon-Barrow
Team Leader - Built Environment
Home Counties

Oscar leads another of our teams focussing on Architecture and the built environment in the Home Counties of the UK. As a highly experienced recruiter (plus 7 years) Oscar has worked across permanent and contract recruitment for mustard placing candidates in roles across the South East of the UK.

Oscar.Dixon-barrow@mustardjobs.co.uk

0117 284 0079



Kelvin Lau
Senior Consultant - Built Environment
Asia Pacific

Kelvin is the most senior member and Team Leader in our Hong Kong office. He specialises in placing both Interior Design and Architecturally focused staff in to the vibrant Hong Kong design market. He has excellent industry knowledge and has presented to and advised students on their career paths in Hong Kong.

Kelvin.lau@mustardjobs.co.uk

00 852 3905 2201



Joe Bungey
Team Leader - Built Environment
South West

Joe leads one of our Architecture and Built Environment teams from the Bristol office. As an Architectural Graduate from Cambridge University, Joe came over to the dark side, and started recruiting for mustard over 4 years ago, and he hasn't looked back. As an Architectural enthusiast Joe gets to talk about people and practices all day every day, he loves it!

Joe.bungey@mustardjobs.co.uk

0117 284 0069



Becky Agar
Senior Consultant - Built Environment
London

Becky has been a hugely successful consultant for mustard placing Architecture and BIM candidates in the Central London marketplace. One of the quickest consultants in mustard to hit their Senior Status target, Becky has built a solid roster of repeat clients in London.

Becky.agar@mustardjobs.co.uk

0203 587 7732



Jack Perks
Consultant - Built Environment
Midlands

Jack is one of a few consultants at mustard that have studied at UWE and he is based out of our Bristol office. He specialises in placing candidates into the buzzing Midlands Architectural and Built Environment market. Jack is from the region himself having grown up in Worcestershire and he joined us from an event sales background.

Jack.perks@mustardjobs.co.uk

0203 854 1100



Jack Ferguson
Consultant - Built Environment
Home Counties

One of the 4 Jacks that work at mustard and another graduate from UWE in Bristol. Jack works with Oscar placing permanent and contract Architectural and Built Environment staff into jobs in the Home Counties.

Jack.ferguson@mustardjobs.co.uk

0117 284 0486



Aylin Round
Consultant - Built Environment
North of England and Scotland

Aylin joined mustard from a previous role within HR. She specialises in placing Architecture, BIM and Built Environment staff in the North of England, including but not limited to Manchester, Liverpool and Leeds.

Aylin.round@mustardjobs.co.uk

0117 284 0078



Ellis Phillip
Recruitment Consultant

Ellis Phillip's enthusiasm and previous experience in fast paced recruitment grabbed our attention and we are glad to be welcoming Ellis to the mustard BE team working with our clients across the Built Environment.

Ellis.Phillip@mustardjobs.co.uk

0203 800 1724

contact us



Bristol

The Tramshed
25 Lower Park Row
Bristol
BS1 5BN

+44 (0)117 929 6060



London

4th Floor
Silverstream House
45 Fitzroy Street
Fitzrovia
W1T 6EB

+44 (0)203 587 7730



Hong Kong

12th Floor
Tower 535
535 Jaffe Road
Causeway Bay
Hong Kong

+852 3905 2203