



**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



# 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



# 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!

# contact us



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