


 **mustard** 

Certified

Corporation





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



visualisation



Visualisation presents a unique challenge when recruiting, due to the complex nature of the processes and requirements for the output. We recognise the importance of a specialist architectural visualisation team to ensure that we're in tune with an ever-changing and evolving sector.

Our visualisation team serves the whole country, gaining experience and understanding in multiple sectors and locations, improving our insight into the industry and widening our scope of interaction. This results in the breadth and depth of our candidate and client-base being second to none, and we'll be the first to know when unique talent is on the move. We support bringing the visualization community together with networking events, and aim to create long-standing relationships with our visualisation clients.

Visualisation clients we service include: Private Architectural practices from Sole Practitioners to Large AJ100 firms, Multi-disciplinary practices, Landscape, Planning and Urban Design practices, and Visualisation Studios. Design consultancies and Layout Design specialists.

Typical roles recruited for

3D Visualiser
3D Modeller
Lead Artist
Realtime Artist
Retoucher

Clients

ARUP



CORSTORPHINE
+ WRIGHT
ARCHITECTS

millerhare

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 match making 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 time frame. mustard then manage interviews and payroll the individual(s) we need for as little or as 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 skill sets 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 be team



Joe Bungey
Operations Director
Built Environment

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 of recruitment over 8 years ago and hasn't looked back. As an Architectural enthusiast Joe gets to talk about people and practices work all day every day, he loves it!

Outside of Work: Known to be pretty handy making and designing random things and also running marathons!

Joe.Bungey@mustardjobs.co.uk
dd: +44 (0) 117 284 0069
www.linkedin.com/in/joebungey/



Oscar Dixon-Barrow
Associate Director
Built Environment

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 11 years) Oscar has worked across permanent and contract recruitment for mustard placing candidates in roles across the South East of the UK.

Outside of Work: Oscar was a lynchpin of the office 5 a side football team but this has had to take a back seat with the arrival of his 1st child. Also a keen festival goer and 1st to put the Reggae on the office music system!

Oscar.Dixon-Barrow@mustardjobs.co.uk
dd: +44 (0) 117 284 0079
www.linkedin.com/in/oscardbmustardjobs/



Kelvin Lau
Principle Consultant
Architecture & Interiors

Kelvin is the senior member and office 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.

Outside of Work: Kelvin is British:Chinese so even though he runs our Hong Kong office he was born and raised in Frome, just outside Bath, so has a great knowledge of British and HK culture.

Kelvin.Lau@mustardjobs.com
dd: +852 3905 2201
www.linkedin.com/in/mustardkelvin/

the mustard be team



Jack Perks
Senior Consultant
Built Environment

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

Outside of Work: Jack regularly takes advantage of the vibrant Bristol music scene.

Jack.Perks@mustardjobs.co.uk

dd: +44 (0) 203 854 1100

www.linkedin.com/in/jack-perks-779293a6/



Elaine Connell
Talent Partner
Built Environment

After working in the hospitality industry for years, Elaine has recently joined the Mustard BE team.

Outside of Work: Elaine is a huge GAA fan, supporting Mayo. Also loves to relive her youth with a bit of soft shoe Irish Dancing.

Elaine.Connell@mustardjobs.co.uk

dd: +44 (0) 117 2840042

www.linkedin.com/in/elaine-connell-15a225237/



Martha Cumiskey
Talent Partner
Built Environment

Martha is a new addition to our recruitment team as a recruitment researcher. Having graduated University 2 years ago, Martha studied English Language and Linguistics. Her background is in hospitality, but she's spent the last 7 months solo backpacking trip around Australia and South East Asia.

Outside of work: This social butterfly is always surrounded by lots of people, enjoying her pub but also returning home to North Devon to spend time at the beach with friends and family.

Martha.Cumiskey@mustardjobs.co.uk

dd: +44 (0) 117 2840 488

www.linkedin.com/in/martha-cumiskey-5848851ab/

the mustard be team



Josh Cowan
Recruitment Researcher
Built Environment

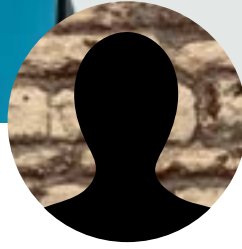
Previously living in Glastonbury, Josh moved to Bristol joining the role of Recruitment Researcher. Advancing into the world of creative recruitment after primarily working in hospitality across Somerset and Reading.

Outside of work: Josh is a big fan of going to watch gigs with friends, and a big fan of sports mostly supporting his club Chelsea. Spending most of his time sampling the pub scene of Bristol.

Josh.Cowan@mustardjobs.co.uk

dd: +44 (0) 75371 01324

<https://www.linkedin.com/in/josh-cowan-586778311/>



IS THIS YOU?

mustard are always on the lookout for new talent to join our team.

If you are interested in working in any of our divisions, then get in touch and we'll set up a call!

careers@mustardjobs.co.uk

dd: +44 (0) 117 284 0069

contact us

Bristol

The Tramshed
25 Lower Park Row
Bristol
BS1 5BN

+44 (0)117 929 6060

Hong Kong

YF Life Tower 9/F
33 Lockhart Road
Wan Chai
Hong Kong

+852 3905 2203

London

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

+44 (0)203 587 7730

USA

+1 (737) 708 6694