

...building careers

...Partnering Recruitment Solutions



Build Recruitment offers bespoke professional recruitment and consultancy services for the Built Environment across the United Kingdom.

Here at Build Recruitment, we have over 50 years combined sector experience. Our aim is to provide a highly professional and innovative approach to recruiting and offer an exemplary service to all of our clients and candidates.

Our service, delivery and sector-specific knowledge sets us apart. People are the greatest asset to any business and finding the right people to grow your business is essential.

Why use Build Recruitment?

Over 50 Years of Combined Sector Experience - in Social Housing, Surveying, Facilities Management and the Built Environment.

A Talent Magnet - Using our extensive network, headhunting and candidate tracking tools, we source proven candidates with verified talent to help you keep your business driving forward from the start because we have a unique understanding of the requirements of this dynamic, fast-paced industry.

A Professional and Confidential Service - We uphold a professional approach throughout the recruitment and placement process and ensure confidentiality while making sure you receive only the best screened, work ready candidates.

Long-term Partnering Relationships - We look to build long-term associations with our client partners. By understanding the essence, drivers and values of our clients, we can ensure that those candidates we put forward will suit the culture as well as appreciate the client's expectations.



We offer a variety of services to ensure you find the right people for the right job:

- Temporary and Permanent Recruitment
- Contract Mobilisation
- Executive Search and Selection
- Recruitment Management Consultancy
- Campaign Recruitment
- CV Handling/Advert Response

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Partnering to deliver a total recruitment solution

A Total Resourcing Solution

Following our successful tender for the works in Partnership with Dacorum Borough Council we explored many options for the resourcing of staff to fill the roles that were not covered by the incoming TUPE.

Why we used Build Recruitment: Our decision, ultimately, was to appoint Build Recruitment on an exclusive contract and this was down to three main factors:

- **Cost**
- **Quality**
- **Time Savings**

By ensuring Build Recruitment had exclusivity on a high volume of vacancies, they were able to offer us a significant discount on total invoice upon successful appointment of all the roles.

Advantages of using an external agency: By using an external agency, we felt we could reach a larger portion of the market and use their expertise to resource not just relevant professionals but with the ability to target local talent – an important piece for our client. They were able to carry out initial background checks and first stage interviews which meant the candidates we interviewed directly were of a very high quality – over 95% of the people put in front of us were appointable.

Innovation and Partnering: I would also say that some innovative ways to approach this recruitment were put forward. The time saving was also hugely influential to us and by fully partnering with Build Recruitment I was able to focus my time on other aspects of the mobilisation, which were considerable given the size of this contract.

Build Recruitment exceeded my expectations, I was provided with a 24/7 contact point and it quickly became apparent I could trust them to handle the high volume of recruitment without the need to have other agencies involved.

I would not hesitate to use them again for future mobilisations or general recruitment.

A.P, Account Manager. Osborne Property Services (OPSL)

Case Study Overview: Key to the success of any new contract is the successful mobilisation of the contract.

Osborne Property Services Limited (OPSL) started work on the new contract with Dacorum Borough Council (DBC) on 1st July, 2014 Osborne to deliver R&M / Capital / Planned / Empty Homes / Call Centre / Aids & Adapts / Design & Technical.

Build Recruitment were engaged exclusively by OPSL to deliver total recruitment package and supply staff of all levels to each department of the DBC contract.

Our Role: Working alongside OPSL we were able to put together a package that gave them 75% savings on standard recruitment fees.

Working in partnership Build Recruitment were involved in the end to end process from contract award in terms of potential roles that would need to be filled subject to TUPE, through to advising them on the time scales needed to recruit taking into account, the seniority of the position. Throughout the process we worked closely with the Osborne Human Resources and Mobilisation team as follows:

- **Advising them on pay scales** in line with the current market
- **Managing the recruitment process end-to-end** and advertising positions with a focus on social value and local employment
- **Short-listing and first stage interviews** undertaken by Build Recruitment to enable us to present to Osborne Property Services a fully vetted shortlist for final client interview
- **Managing offers and start dates**, through to successful Candidate aftercare including regular contact through to start date and contingency plans for non-starters



Osborne Starts Work on Total Asset Management Contract

CONTRACT OVERVIEW: Osborne Property Services started work on 1st July, 2014 on its £236 million Total Asset Management contract for Dacorum Borough Council, Hertfordshire that includes housing repairs, planned refurbishment works, call centre services, technical services and strategic asset planning.

This contract is the first of its kind in the market place and will run for an initial five years with the opportunity for extension on an annual rolling basis.

The services will be delivered to the Council's 10,500 homes throughout the Borough and has been designed to use the repairs data to supplement stock condition information, so that investment can be targeted at those areas most in need.

Client Quote: "At Osborne Property Services, excellent customer service is at the heart of what we do. To achieve this we must have high calibre people on our team and we use Build Recruitment to help achieve this as they understand Social Housing, our business and work closely with us to supply high calibre professionals that match our expectations and values. They have been innovative in the way that they work which is why we continue to work in partnership with Build Recruitment"

Nick Sterling, Managing Director, Osborne Property Services



Detailed below are the key outputs and processes we used during the recruitment process. By undertaking robust short listing (including telephone interviews and first stage interviews), we were able to present our client with a fully vetted shortlist for final interview. The graph below demonstrates the key processes undertaken by Build Recruitment, which we know from experience can be time consuming and a drain on resource for clients. By using Build Recruitment, OPSL were only required to be involved in the final stage.

Key Outcomes and Processes

