



Recruitment Made For You



Construction



Property



Engineering



Manufacturing



Logistics

Your Recruitment Partner

Passionate about providing
market-leading recruitment

kingstonbarnes.com



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01 Who We Are



It all began over 10 years ago when **James Kingston, Managing Director of Kingston Barnes** had a vision.

After spending over a decade in construction recruitment he felt that there was a gap in the market for a consultancy that could set the new gold standard in recruitment. In an industry where profits can compromise quality, customer service feels superficial and recruitment was seen as just a process he found himself asking “how or why isn’t there a way to deliver an exceptional service as well as an enjoyable experience that delivers on all fronts?” In 2013, after spending 12 years in construction recruitment Kingston Barnes was launched. The mission was to create a company that was passionate about delivering the best recruitment in the market, offering an unrivalled experience across every part of the recruitment journey for both clients and candidates – going above & beyond.

98%

Placement retention of all permanently introduced candidates in 2022

1,450

Permanent placements made to date

45,000

Timesheets processed

9

Business awards won

Kingston Barnes is a recruitment consultancy specialising in Construction & Property, Manufacturing, Technical Engineering & Logistics industries. We provide market-leading permanent, temporary and contract recruitment services to our clients throughout the UK. To us, there’s no such thing as a standard off the shelf bit of recruitment. Every job seeker and every client looking to hire is unique. We understand the importance of getting recruitment right for you and we’re passionate about delivering the perfect fit, whatever your recruitment needs.

Our Mission

Our vision is to become the number 1 recruiter to work with, and to work for.

We’re passionate about providing market-leading recruitment, made for you.

Our Sectors

- Construction & Property
- Engineering & Manufacturing
- Logistics & Distribution



What makes us unique?

“

I have worked with Kingston Barnes for over 10 years during which they have supplied me with various staff on a temporary and permanent basis, from labour and trades on site to permanent key members of the management team. Kingston Barnes’s understanding of the construction industry combined with their vast market knowledge makes them an excellent recruiter. I can trust them when given a position to provide someone that not only will be a great fit for the position but will also align with our company ethos and values, they just get it. Kingston Barnes is a pleasure to work with and will always be upfront, honest, and reliable. If they cannot find the right person, they will tell me rather than just trying to place a bum on a seat.

Jamie Harwood – Director | Beard Construction

“

Kingston Barnes understands my business needs and I have found that the Account Managers give a very personal service and communicate well. The team are available 24 hours a day and we can expect staff that have the right qualifications and licences as well as the correct attitude to succeed in our business. After working with Kingston Barnes, I have found the service to be above any other recruitment agencies I have previously used. I would recommend them to any company looking to utilise agency staff.

Operations Manager | M Tech

“

Kingston Barnes was an absolute pleasure to deal with. They took my search very seriously unlike some other recruitment agencies. They provided some excellent candidates of which we have now employed one of them and are delighted at how well he has settled in. They kept in regular contact with myself throughout the process and remained professional and approachable at all times. I would highly recommend Kingston Barnes to others.

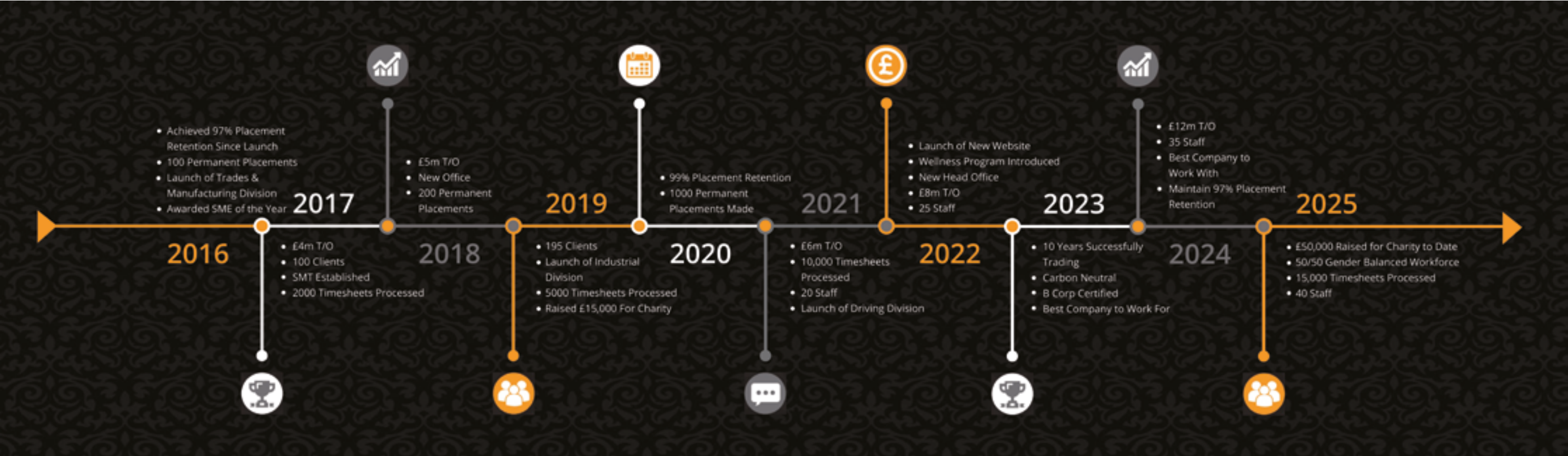
James Hutchinson – Managing Director | Woodstock Homes

“

Kingston Barnes is now my recruiter of choice. They get my needs, understand the business, communicate well but most importantly deliver. I would certainly recommend for companies looking for an easy, enjoyable, and effective recruitment process.

Richard Jeans – Interim Procurement Manager

We’ve accomplished a lot since our launch in 2013. We’re proud of what we’ve achieved but even more excited about our future.



02 Our Values

At Kingston Barnes our values are at the heart of everything we do;

Mission Driven

We are on a mission to be the No1 recruiter to work with and No1 to work for.

Knowledge & Understanding

Our consultants are experts within their specialist industries and offer in-depth knowledge and a high understanding of the market and its current trends. Which is why our 98% placement retention speaks for itself.

Passion

We are proud recruiters and love what we do. We are real people passionate about positively impacting all the lives we work with and really care about offering the best recruitment in the market.

Consultative

Foremost we listen. We're here to help and understand you. There's no such thing as a standard off the shelf bit of recruitment, every solution is tailored to you and your needs. Our approach focuses on your recruitment goals, and we take the time to find the solution together.

Trust

Our word is our bond. You can trust us with your career, your business, and your future. We work hard to build long lasting relationships and we value them dearly. Repeat business is what we strive for and how we have got to where we are today.

Ethical

We are an ethical business where people always come first. We treat everyone with empathy and respect and support those who are building a better tomorrow. We're heavily invested in leaving this world in a better place than we found it.

Delivery

Always providing a first-class service, always delivering on our promises and rather than achieving what is expected, go even further. Over deliver in the eyes of all the people we interact with.

Integrity

Our values are what we stand for and we live by them. We work to the highest standards, stick to our word and are honest with everyone. Our integrity is the fabric of every core value.





03 Our Services

Are you looking for quality candidates?

The most fundamental part of any successful business is having the right people to drive it forward, at Kingston Barnes we understand how important that is.

We see ourselves as an extension of your company and care about providing you with the people that will enable it to grow as if we were working for you. Our reputation is built on our ability to deliver, and the method in which we attract talent to your organisation is what stands us apart from our competitors.

Kingston Barnes offers a consultative approach tailored to you, having the flexibility to work to your criteria and your timescales.

Services we offer our clients include:

Permanent Recruitment

Temporary & Interim Recruitment

Executive Search & Retained Assignments

Salary Survey

Advertising Solutions

Open Day Management / Co-ordination

04 Our Process

The 7-Step Recruitment Process

Stage 1: Benchmark

We work with the client to create a detailed specification and establish a 'benchmark' candidate. We agree on timescales and a bespoke recruitment process tailored to their needs. We identify target companies, sectors and organisations that would match the client's requirements and present these for the client's review.

Stage 2: Attract

Intensive research phase to find suitable candidates in the market via a wide range of active and passive candidate attraction methods. We prioritise the biographies of candidates into a shortlist and review these with the client.

Stage 3: Assess

We approach the identified candidates initially to assess their suitability and gauge their interest in the opportunity. We remain flexible against the candidate's timescales and commitments.

Stage 4: Registration

We conduct interviews with candidates to assess their competency and suitability against the client's specifications and verify all qualifications and documentation required. We present the chosen candidates to the client.

Stage 5: Client Interview

Client recruitment process begins - Interviews/inductions take place, progressing with the strongest candidates working with the agreed criteria.

Stage 6: Offer

Candidate and client are consulted and offers are negotiated. The candidate accepts the offer, and a start date is agreed with the client. Ensuring that both candidate and your business are in the best possible position to grow.

Stage 7: Onboarding & Aftercare

Candidate and client contact prior to start date ensuring a smooth transition into new employment. Staying in touch throughout the onboarding process providing support and feedback.



05 Construction & Property

The Construction team at Kingston Barnes provides recruitment solutions over a range of sectors within the built environment. These include Architecture Practices, Building & Civil Engineering Contractors, Property & Estate Management, Facilities Management Providers, Retail and Shop Fitting Contractors, Residential & Social Housing Developers, Building Maintenance and PQS and Multidisciplinary Consultancies.

Our consultants are experts within Construction and our in-depth knowledge and understanding of the market enable us to quickly and effectively identify the best candidates and companies within the industry for our clients. Our knowledge-based approach and tailored service positions us to truly understand your recruitment needs and we're best placed to deliver them.

Our Core Values: Honesty & Respect

Our commitment to continuing to build long-term industry relationships based on integrity and trust is at the heart of everything we do.

Recruitment Built For You

Construction

Our Construction team covers:

- Site and Project Management
- Engineering
- Estimating
- Surveying
- Operational & Commercial Management
- Director & Board Level
- Planning
- Bid Management
- Design
- Business Development & Marketing
- Buying
- Health & Safety
- Site Administration
- Land Management
- Architecture
- Trades & Labour
- Mechanical & Electrical
- Plant Operators

Consultancy

The Consulting team at Kingston Barnes provides recruitment solutions over a range of sectors. These include Residential, Education, Health Care, Commercial, Defence, Leisure, and Infrastructure. Our consultants are experts within their specialist industries and offer in-depth knowledge and a high understanding of the market and its current trends.

Our dedicated consultants will work in partnership with our clients throughout the whole recruitment process offering a comprehensive and defined solution. Our Consulting team covers:

- Quantity Surveying & Cost Management
- Project Management
- Employers Agent
- Building Surveying
- Property & Estates Management
- Architecture & Design
- Consulting Engineering
- Town Planning

Facilities Management & Building Services

Our FM & Building Services division has extensive knowledge of all things Hard and Soft Services and pride ourselves on our ability to read between the lines of our clients' requirements and to deliver an exemplary service. We work alongside some of the most prominent service providers within the industry to ensure that the industry is saturated with the most relevant talent available. Whether you require individuals at the forefront of technological advances in the Data Centre Environment or support staff for TFM contracts, we fully understand the importance of service delivery within the industry. The service we provide is honest, positive, accountable, and delivered with integrity.

If you work in FM, you know what a diverse and varied industry it is. At Kingston Barnes, we deliver a 'One-Stop Shop' service across multiple industries, and FM is no different.

Hard Services

Directors

Managing Directors, Regional Directors, Divisional Directors, Account Directors, Business Unit Directors

Managers

Contracts Managers, Area General Managers, Regional Managers, Account Managers, Branch Managers

Maintenance Engineers / Supervisors

Multi Skilled, Electrical, Mechanical, Air Conditioning, Commercial / Domestic / Catering Gas Fabric Operatives

Administrators

Contracts Administrators, Contract Coordinators, Facilities Coordinators, Helpdesk Operatives / Managers, Contracts Support, Lead Contract Support

Soft Services

Facilities Managers

Facilities Managers, Assistant Facilities Managers

Support Services

Front of House Manager, Front of House, Mailroom Assistant

Cleaners

Operatives, Industrial, Commercial, Hazardous Waste, Supervisors, Managers, General, Managers & Supervisors

Catering

Head Chef, Chef, Sous-chef, Chef de partie, Porter

Security

Security Manager, Security Supervisor, Security Officer

Landscapers

Senior, Skilled, Labourer

'From the first time that I dealt with Chris Poole (Head of FM & Building Services) which is well over 15 years ago, I realised he was a very professional person who I could trust to provide the right candidates for the roles that I was looking for. He ensures he takes the time to fully understand the role prior to sending across suitable candidates. Chris is by far the best recruitment consultant I have dealt with throughout my long career in the FM industry. I would highly recommend him for any recruitment.'

James Davies – Facilities Director | TT Group



06 Engineering & Manufacturing

Our specialist engineering, manufacturing and logistics division understands what goes into the production process from design to distribution and the importance every role plays in an industrial environment.

Partnering with clients we offer recruitment solutions to FMCG brands, design consultants, manufacturers of all shapes and sizes and logistics and distribution providers. We know how quickly the industry moves and the demands on delivery our clients face. Our extensive and in-depth knowledge of the roles and how our clients work enable us to quickly and efficiently find the right talent for your business. Once a commitment has been made by Kingston Barnes to undertake an assignment, we will dedicate our time to providing the perfect fit for you and your team.

Our Core Values:

**Knowledge, Understanding,
and Passion**

Recruitment Engineered For You



Our dedicated consultants will work in partnership with our clients throughout the whole recruitment process offering a solution that's engineered to their needs and requirements. Our Engineering team covers specialist disciplines such as:

- Maintenance Engineers (Electrical & Mechanical)
- Field Service Engineers
- Automation Engineers
- CNC Machinists
- Machine Operators
- Design Engineers
- Project Engineers & Managers
- Lab Technicians
- Quality Engineers
- Health & Safety Personnel
- Production Managers
- Production Engineers
- Sales Engineer & Managers
- Engineering & Maintenance Managers
- Operations Managers

'Definitely use Kingston Barnes if you are interested in developing a relationship with a good recruiter with an efficient process. Justin (Head of Engineering & Manufacturing) fully understands the business and has taken the time to do so through the relationships he has built.'

Angela Jones – HR Director | Sharpak

07 Logistics & Distribution

Our expert logistics, manufacturing and supply team know the fast-paced and dynamic nature of the industrial and driving sector. Our account management team is well-equipped to fully understand your unique business needs and our partnership approach combined with our rigorous and reliable 24-hour recruitment processes ensures you have the team to help you deliver.

Our Core Values: Delivery & Value

We encourage a knowledge-based approach and offer a tailored service, which defines our client and candidate needs. We deliver market-leading recruitment and aim to exceed your expectations by doing the job right the first time, every time.

Recruitment Manufactured For You

Our team covers a wide range of roles within the logistics and driving sector. Some of these include:

- Production Operative
- Manufacturing Operative
- Order Picker
- Warehouse Operative
- Flt Driver Counterbalance
- Flt Driver Reach Truck
- Van Driver
- 7.5 Tonne Driver
- Class 2 Driver
- Class 1 Driver
- Transport Manager
- Administration & Office Support
- Logistics Manager

'I have worked with Kingston Barnes now for around 8 months I can honestly say that they are one of the best recruitment agencies that we use. The team put a lot of time and effort into ensuring that we get the right people for the job. This shows with the retention of staff that Kingston Barnes supplies us compared to others. Gavin (Head of Logistics & Distribution) is always my first point of call as I know he will always deliver.'

HR Advisor | BM Foods



08 Our Clients

As the leading professional recruitment consultancy for multiple markets, we're a trusted partner for a growing client base throughout the UK. Our reputation is built on our ability to deliver, and the method in which we recruit is what stands us apart from our competitors. Some of our clients include:

Construction & Property



Engineering, Manufacturing & Logistics





The most fundamental part of any successful business is having the right people to drive it forward, at Kingston Barnes we understand how important that is.

We're in the People Business

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