



KINGSTON BARNES

Recruitment Made For You



CONSTRUCTION • CONSULTING • ENGINEERING

 #firstclasscareers

0117 325 2233
www.kingstonbarnes.com



KINGSTON BARNES...

Recruitment Made For You

I'm a great believer that it is people who create a successful business. Finding the right person and matching them to the right company is what helps drive a business forward. At Kingston Barnes, we understand the importance of this.

In 2013 I founded Kingston Barnes after spending over 12 years in construction recruitment, placing key individuals for some of the region's most notable and high-profile contractors, consultancies, and developers. My main focus was to develop a consultancy that stood ahead of our competitors in every way and to create a company that offers a first class service committed to recruitment in multiple sectors. Our reputation is built on our ability to deliver, and the method in which we recruit is what sets us apart from any other agency.

As the Managing Director of Kingston Barnes, my key focus is driving the business forward, whilst maintaining my passion for recruiting key people with our valued clients. Alongside this, I am also an Ambassador for the Institute of Recruiters (IOR) who provide British Recruitment Best Practice Guidance, Training and Education and Networking to Agency Recruiters, In-House Recruiters & HR teams.

Kingston Barnes has already established itself in the South-West, our next aim is to establish ourselves throughout the UK offering the same award-winning service, focussed on doing the job right by getting to know you and understanding your business.

JAMES KINGSTON
MANAGING DIRECTOR

TAILOR MADE SOLUTIONS

Kingston Barnes is a recruitment consultancy specialising in the construction, consulting and technical engineering industries. We're passionate about providing market-leading permanent, temporary and contract recruitment services that build upon our reputation for excellence, quality, understanding, and delivery.

We care about providing you with the people that will enable your business to grow as if we were actually working for you. Our approach is tailored to you, working to your criteria and your timescales. Services we offer include Permanent Recruitment, Temporary and Interim Recruitment, Executive Search & Retained Assignments, Salary Survey, Advertising Solutions, Open Day Management / Co-ordination. 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.

“ Kingston Barnes is built on the values of Knowledge, Understanding, Honesty & Respect, Passion, Delivery, and Value. We aim to exceed your expectations by doing the job right first time, every time. ”

Wide & extensive database -----

We have an extensive database of candidates – however, we pride ourselves on quality, not quantity. Our dedicated consultants will work in partnership with our clients and candidates throughout the whole process to build a solution to your recruitment requirements and needs.

Comprehensive knowledge -----

Our consultants are experts within their specialist industries and offer in-depth knowledge and a high understanding of the market and its current trends. We encourage a knowledge-based approach and offer a tailored service, which defines our client and candidate needs.

First Class Service -----

Whether you need to strengthen your team or you're looking to make your next career move, we'll invest our time to understand your needs. We will only submit candidates that are pre-screened following an extensive process of interviewing, reference taking and briefing.



A WIDE RANGE OF SKILLS

CONSTRUCTION

The Construction team at Kingston Barnes provides recruitment solutions over a range of sectors. These include Building Construction, Retail and Shop Fitting, Civil Engineering, Residential Development, Social Housing, Building Maintenance and POS and Multidisciplinary Consultancies.

RECRUITMENT BUILT FOR YOU

Our Construction team covers:

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

We specialise in permanent, temporary, contract and freelance recruitment. Our specialist team will work with you and your specifications to identify and recruit the right candidate for your next big project, whether that requires a temporary, permanent or contract specialist.

OUR CORE VALUES - HONESTY & RESPECT

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



“ Kingston Barnes’ understanding of the construction industry combined with their vast market knowledge makes them an excellent recruiter. I can trust Kingston Barnes when given a position to provide someone that will always stand up and more often exceed expectations. Kingston Barnes are 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 try to lace a bum on a seat. ”

Jamie Harwood, Project Director at Cowlin Construction (Balfour Beatty)

CONSULTING

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.

RECRUITMENT DEFINED FOR YOU

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:

- Specialist consulting areas
- Including Quantity Surveying
- Cost Management
- Project Management
- Employers Agent
- Building Surveying
- Property and Estates Management
- Architecture and Design
- Consulting Engineering
- Town Planning

We encourage a knowledge-based approach and offer a tailored service, which defines our client and candidate needs.

OUR CORE VALUES - DELIVERY & VALUE

We deliver market-leading recruitment and aim to exceed your expectations by doing the job right first time, every time.

“ I have known Kingston Barnes for over 5 years during which time I have used their services for supplying temporary and permanent personnel for engineering, management and quantity surveyors. Kingston Barnes will always go that extra mile and put 110% effort into filling even sometimes the most difficult position with little or no time available. ”

Duncan Hutchinson, Director – G Works Ltd



ENGINEERING

Our consultants are experts within their specialist industries and offer in-depth knowledge and a high understanding of the market and current trends. The Engineering team at Kingston Barnes provides recruitment solutions over a range of sectors. These include Manufacturing (FMCG and Assembly), Service, Technical Engineering and Consulting.

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
- Field Service Engineers
- Installation and Commissioning Engineers
- Production Technicians
- Design Engineers
- Project Engineers
- Project Managers
- Quality Engineers
- Health and Safety personnel
- Production Managers
- Production Engineers
- Maintenance Managers
- Operations Managers

Our recruitment team are experts in their field, and we encourage a knowledge-based approach and offer a tailored service, which defines our client and candidate needs.

OUR CORE VALUES – KNOWLEDGE, UNDERSTANDING, AND PASSION

Our team of recruiters are experts in their field, with more than 100 years' combined experience. We're passionate about the industry; passionate about recruitment; passionate about you.



“ Kingston Barnes is able to understand effectively what our business needs are and can match high calibre candidates to the skills sets, experience, and qualifications required. Kingston Barnes has responded very quickly to our ever changing business needs for both permanent and contract staff and has always delivered on tight timescales. They are professional, knowledgeable and helpful. We are very impressed with the results and the candidates have made successful additions to our team. ”

Andy Corp, Managing Director of Halsall Construction

START TO FINISH

STAGE 1: BENCHMARK

We work with the client to create a detailed specification and establish a 'benchmark' candidate. We agree on timescales for CV review phase and interviews. We identify target companies, sectors and organisations that would match the client's requirements and present these for the client's review.

STAGE 2: RESEARCH

Intensive research phase to find suitable candidates in the market. We prioritise 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 timescales and commitments.

STAGE 4: REQUEST

Our first and second approach stage to candidates to assess their interest and suitability. We request CVs, again remaining flexible to candidate timescales.

STAGE 5: FACE TO FACE

We conduct face to face interviews with candidates to assess their competency against the client's specification. We present the chosen CVs to the client.

STAGE 6: FIRST INTERVIEW

Client recruitment process begins - first interviews take place, working with the agreed criteria

STAGE 7: SECOND INTERVIEW

Second interviews take place having found candidates that best fit your requirements.

STAGE 8: NEGOTIATION

Remaining interviews are conducted and offers are negotiated as you are left with the strongest possible options for you to make informed decisions.

STAGE 9: OFFER

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.

THE RECRUITMENT CYCLE

With having developed a nine-stage recruitment cycle that helps us to get it right first time, every time. Each stage involves reviewing the client specification while remaining flexible to the candidate timescales.



MADE FOR YOU – CASE STUDIES

WHY EVEN THE MOST ESTABLISHED FIRMS USE RECRUITMENT AGENCIES

WHY DO EVEN WELL ESTABLISHED COMPANIES WITH A GLOBAL REACH RELY ON RECRUITMENT AGENCIES TO ATTRACT THE RIGHT TALENT?

Rider Levett Bucknall (RLB) shares a commitment with Kingston Barnes to be a beacon of best practice and to lead and shape the construction industry in everything they do. The only difference is that the global independent has been trading for more than 200 years – slightly more than Kingston Barnes'.

Andrew Ulyott is a partner and Head of Project Management at RLB Bristol and hires a lot of new staff, particularly project managers. You'd think that candidates would be lining up at Andrew's door, but finding the right combination of qualifications, experience and personality can be time consuming. Andrew observes that the challenges he most frequently encounters are, "Limited availability and individuals marketing themselves as project managers when they're not!"

MOST NEW HIRES THROUGH RECRUITMENT AGENCIES

With spaces to fill and a diary that's already too full, Andrew now takes more than two-thirds of his new hires through recruitment agencies like Kingston Barnes. He says that RLB uses the Bristol recruitment agency because, "Kingston Barnes listens to our brief and filters the candidates for us when timescales and resource requirements demand it." As a result, Andrew finds that, "The potential candidate vs final appointment success ratio is high".

"A management team that has over 100 years experience of the construction industry."

FEE GROWTH BEHIND SALARIES

Andrew observes that, "A lot of people left the industry during the last recession, so there's a shortage of good qualified staff with more than two years' experience." With real talent hard to find, Andrew places great emphasis on Kingston Barnes', "Reliable, hard-working and sensible" approach to recruitment.

While the construction industry's shortage of candidates means that the right people can pick and choose their next role, Andrew also cautions that, "Fee levels aren't increasing at the same rate as salary increases. The past 18 months has seen a lot of movement in the market and we're seeing signs of this activity quietening down."

CONSTRUCTION RECRUITMENT INDUSTRY EXPERTS

Not every recruitment agency is comprised entirely of industry experts who instantly 'get' what their clients are looking for. It's a sector that's all too often tarred with the same brush as estate agents in that lazy recruiters ask a lot of money for not a lot of work – or real insight.

"Reliable, hard-working and sensible approach to recruitment."

Kingston Barnes is different. They pride themselves on a team that has over 100 years' experience of the construction industry and a proven track record of matching the right candidate to the right vacancy.

But that's enough of the corporate hype, let's close with the words of just one satisfied customer. Andrew says that, "We use Kingston Barnes because they charge reasonable fees, have a good understanding of our requirements and deliver. I'd recommend them to other potential employers."



HOW CHANGING JOBS CAN CHANGE YOUR CAREER

Listening to Robert Waters' musical Irish lilt, it's obvious that this is a man who's happy with where he is in life. Not only does he have a young family that he adores, but he's at the beginning of a career that fires him up. And he's going places fast, thanks to an expert placement from recruitment agency, Kingston Barnes.

Robert qualified from the University of the West of England in 2013, before going to work for Carillion Construction on a military base in Yeovil. It was a great first job, but with a commute that took one-and-a-half hours each way, Robert began to feel, "Like I was spending more time on the road than onsite!" With a one-year-old at home and another on the way, Robert began the search for a position nearer to home in the summer of 2015. And he was still looking in November when James Kingston got in touch, having found Robert's CV online.

BE FUSSY WITH YOUR NEXT ROLE

There were plenty of jobs out there, but it took time to find the right combination of pay and location that were Robert's main goals. Looking back, Robert thinks he was, "Being a bit fussy", but why not when your job is something that you have to do all day, every day? "The most difficult thing was finding an opportunity that matched the criteria I had set myself. It was tiring holding out for the right job, but it paid off in the long run."

"Kingston Barnes uses their extensive experience of the construction industry to closely match candidates to vacancies."

Kingston Barnes knew that Bristol-based building and refurbishment specialists, John Perkins Construction, were looking for an Assistant Quantity Surveyor at the beginning of their career that they could guide through their professional development. Some recruiters throw candidates at clients like mud at a wall in the hope that something will stick. But Kingston Barnes uses their extensive experience of the construction industry to closely match candidates to vacancies. As a result, Robert had his first

interview within the week and was offered the position the week after.

Robert recalls that, "Kingston Barnes gave me the lowdown on the company, where it was and where it was going. They also helped by telling me what research I should do before the interview. They were very thorough and didn't leave me with any questions or concerns."

ACCELERATE YOUR CAREER PROGRESSION

Since starting with John Perkins, Robert has gone from working on one £100 million project to working across four or five projects at the same time, ranging from £200,000 to £2 million. That kind of multi-tasking means that you have to know the ins-and-outs of every project, but it also increases your exposure to a wide variety of people, professionals and project areas. As Robert says, it's "Full-on – in a good way! I'm learning more and more about the job every day."

"Kingston Barnes were very thorough and didn't leave me with any questions or concerns"

Only a year-and-a-half into his career, Robert has just finished leading his first project, renovating Northumberland Buildings, a 4-storey Georgian house in the heart of historical Bath. "I'm at the beginning of my career and I'm learning so much faster than I would have done otherwise. It's 100% helping to accelerate my career progression."

FROM TROUBLED WATERS TO PLAIN SAILING

Having sailed from Norway's fjords to the coast of Spain, Robert's used to navigating troubled waters, but the job market is one front where local knowledge is always welcome. As Robert says, "Kingston Barnes made the whole process very easy for somebody who was busy. Compared to other recruitment agencies I've come across, Kingston Barnes are very friendly, professional and more than helpful. They've been an absolute pleasure to deal with."

To find out more about how Kingston Barnes could help your company, contact us today on **0117 325 2233** or **office@kingstonbarnes.com**

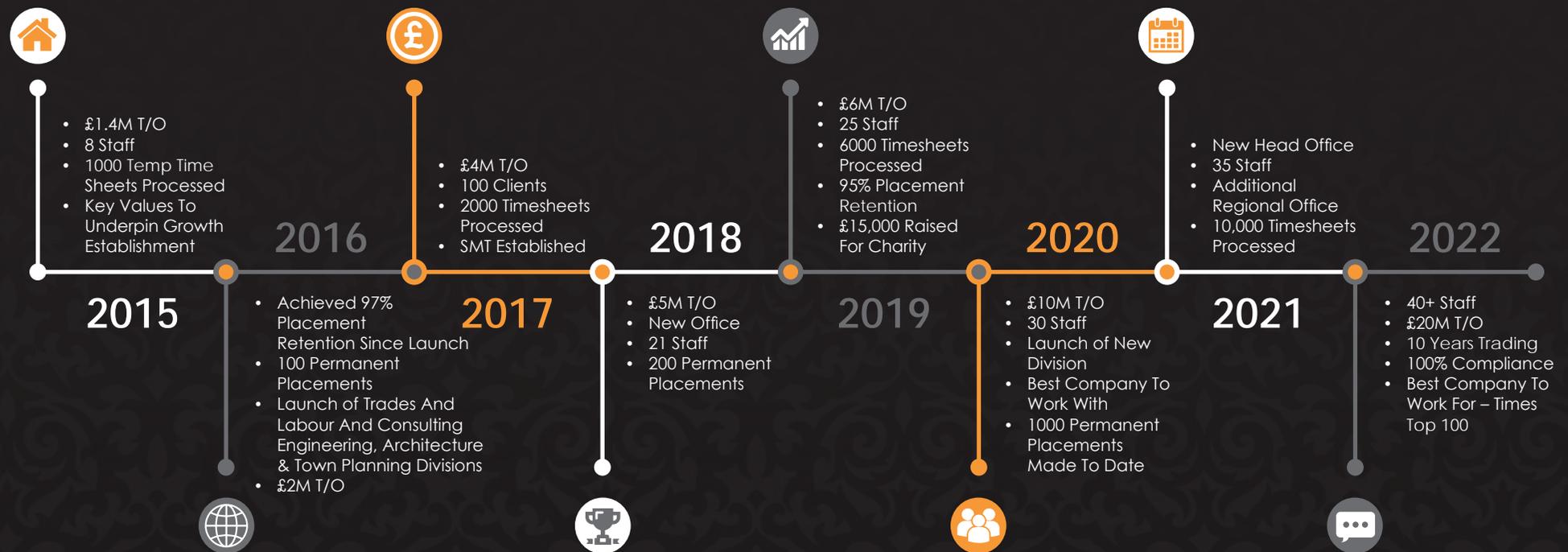
OUR CLIENTS

As the leading professional recruitment consultancy for Construction, Consulting and Engineering markets, we provide excellent recruitment solutions for our growing client base throughout the South West. Our reputation is built on our ability to deliver, and the method in which we recruit is what stands us apart from our competitors.



TIMELINE

This timeline shows where we've come from and where we intend to be in the next few years. It's ambitious but only because we have the passion and reputation that always exceeds expectations.



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