



# bodengroup

Client Side Recruitment

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# facilities management recruitment specialists

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## what do we do?

Boden Group recruits top candidates for leading FM companies worldwide. With a decade of expertise in FM and property recruitment, we offer temporary and permanent solutions in the UK and the US. Our clients range from global FM organisations to specialised contractors, and we're dedicated to providing best-in-class service to both clients and candidates.

With access to over 110,000 specialist professionals and a team of industry experts, we deliver the right talent quickly and efficiently to meet your business needs. Our tailored approach ensures you receive dedicated support from recruiters who understand your sector, helping you build a skilled workforce that drives results.

## Our Specialisms

- Executive Appointments
- Client Side FM Teams
- Soft FM Management
- Hard FM

# our clientside specialisms

## Executive Appointments



For executive facilities appointments, we recruit visionary leaders who strategically direct in-house teams to align with business goals. We have a proven track record of placing top-tier talent with the experience and leadership to drive excellence.

- Operations Director
- Director of Facilities Management
- Head of Facilities
- Head of Estates and Facilities
- Group Facilities Director

## Soft Facilities



When it comes to soft facilities, we specialise in building in-house teams that are focused on delivering high-quality services directly to your employees and visitors.

- Soft Services Manager
- Head of Soft Services
- Facilities Manager Soft Services
- Facilities Administrator
- Workplace Manager

## Hard Facilities



Our specialisation here lies in sourcing skilled in-house teams capable of directly managing and maintaining these critical systems.

- Facilities Manager
- Building Manager
- Technical Services Manager
- Facilities Manager
- Facilities Coordinator
- Facilities Supervisor

# our track record

## Chief People Officer at Softcat

“Michael has done a fabulous job recruiting for me. I felt like we clicked from the get go, and that translated in him fully understanding and appreciating what I was looking for from the shortlist he provided. A smooth and seamless process. Thank you Michael!

## Operations Director at Liverpool ONE:

“I had a vacancy that needed someone with expertise in the industry to understand the requirements of the role and ensure that we found the perfect candidate. Michael was that person.

He took the time through multiple phone calls and teams meetings to understand the type of person we were looking for, the personalities they needed to complement and the skills required for the role. Suffice to say we appointed the candidate put forward by Michael and are looking forward to him starting in the new year. I wouldn't hesitate to recommend Michael's services to others in the industry.

## Facilities Manager at Mountain Warehouse:

“I connected with Michael after seeing one of his posts. Michael's communication has been excellent throughout the process; timely, friendly and frequent supporting me where I needed. He handled the whole process professionally whilst getting to know me to match to suitable vacancies. I enjoyed working with Michael and I would recommend him for any candidates looking for their next role and I would use him to find potential candidates for any future vacancies in my teams.

## clients who trust us



# hiring solutions for every need

## strategic talent solutions

To hire well, grow steadily and manage hiring effectively, businesses use our seamless hiring support, retained recruitment and SOW options.

## boden outsourced solutions

Boden Outsourced Solutions provides scalable workforce options specifically designed for organisations facing large-scale, complex hiring challenges.

### exclusive recruitment partnership

Seamless hiring with dedicated recruitment support

- ✓ Targeted advertising
- ✓ ISO-accredited compliance
- ✓ Interview support
- ✓ Candidate video profiles
- ✓ Branded marketing support
- ✓ Latest recruitment technology

### retained recruitment service

Strategic partnerships for consistent and efficient talent acquisition.

- ✓ Comprehensive, bespoke recruitment package
- ✓ Contractual service level agreements (SLAs)
- ✓ Dedicated account management
- ✓ Performance-driven reporting and analytics
- ✓ Strategic recruitment planning and development

### statement of work SOW

Outcome-driven recruitment for specific project deliverables.

- ✓ Defined project scope
- ✓ Milestone-based payment structure
- ✓ Comprehensive compliance and risk management
- ✓ Fixed-cost recruitment engagements

#### Temporary Hiring

### managed service provider MSP

Strategic management of temporary and contingent workforce.

- ✓ Comprehensive Contingent Workforce Management
- ✓ Legal and Risk Protection
- ✓ Smart Money and Supplier Management.
- ✓ Clear Tracking and Data-Driven Decisions

#### Permanent Hiring

### recruitment process outsourcing RPO

Strategic talent partnership for integrated talent acquisition.

- ✓ End-to-end recruitment management
- ✓ Integrated HR and recruitment strategies
- ✓ Talent pipeline development and management
- ✓ Strategic hiring consultancy and budget management

#### Temporary and Permanent Hiring

### project based recruitment

Short term RPO engagement

- ✓ Comprehensive Retained Recruitment Package
- ✓ Recruitment and Compliance Training
- ✓ Candidate Onboarding
- ✓ Market Intelligence and Benchmarking

## Value Add Services

We can tailor your hiring experience with value-added services.



Salary Benchmarking



Onboarding



EVP & Marketing



DE&I Support



Candidate Profiling, Vetting & Testing



Video Interviews



Hiring Strategy Development



Reporting & MI

# building an inclusive hiring process



## our company's commitment

We champion diverse talent within the FM industry, actively showcasing career paths for individuals from under-represented backgrounds, including women in FM. We proudly support many global initiatives like Black History Month and LGBTQ+ Pride Month, both internally and externally.



## candidate screening & selection

### Anonymous CV Screening

We can anonymise CVs by removing names, dates, and education details to minimise unconscious bias.

### Equitable Interviewing:

Guidance is provided on structured interview processes and fair evaluation criteria.

### Inclusive Candidate Experience:

We ask candidates about any needed accommodations to ensure fairness and accessibility.

## job advertising

**Bias-Free Job Descriptions:** We use gender and ableism bias decoders to ensure neutral, inclusive language.

**Diverse Representation:** We advise on inclusive imagery and messaging to attract a broad range of candidates.

**Proactive Outreach:** We actively encourage applications from under-represented groups.

## job board optimisation

**Accessible Listings:** We ensure job postings are fully accessible to all candidates, including those with disabilities.

**Strategic Partnerships:** We connect with inclusive job boards and diversity-focused recruitment platforms to expand your talent pool.

# meet the team

You'll be supported by three specialist teams: a dedicated recruitment consultant with expertise in your market to manage the full hiring process for your roles, a delivery team that can scale up to support volume vacancies when needed, and a client solutions team to ensure you have a recruitment model that fits your business needs now and in the future.

## Recruiters



**Michael McAllister**  
Michael@boden-group.co.uk  
Managing Director



**Michael Bleasby**  
M.bleasby@boden-group.co.uk  
Business Manager

## Client Solutions



**Frankie Cook**  
Client Solutions Manager



**Cecilia Sheehan**  
Client Solutions lead

## Delivery Team



**Connor Gwilliam**  
Senior Delivery Consultant



**Kelsey Gwilliam**  
Senior Delivery Consultant



**Suleiman Mushtaq**  
Delivery Consultant



**Brandon Turland**  
Delivery Consultant



**Olivia Blake**  
Delivery Consultant



## Senior Facilities Operations Manager at Gilead

Michael is a kind and dedicated professional who is a pleasure to work with. If you get a chance to engage with him while looking for your next role you are very fortunate.

He took the time to understand what I was looking for in the next step in my career and put me forward for roles he thought would be a great fit for both my career and my values.

During the interview processes he ensured I was kept up to date at each stage and supported my preparation, ensuring I was in the best position possible. His support continued past the offer stage, checking in with me in my first few days and ensuring all was well.

Thanks Michael! Your support has been invaluable.



# we're here to help. get in touch

engineering

facilities management

social housing

project management

professional services

public sector

clientside

bodenproperty

canopy

bodentalent

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