



bodengroup

Engineering Recruitment Experts

 contact@boden-group.co.uk

 0121 702 1464

 www.boden-group.co.uk



engineering recruitment specialists

At Boden Group, our Engineering division specialises in recruiting **skilled engineers** and **tradespeople** for the Facilities Management sector, connecting organisations with the technical expertise required for designing complex systems, maintaining critical infrastructure and delivering essential services.

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

- Technical Engineering
- Trades
- Engineering Support

roles we cover



Technical Engineering

- Fabric Supervisor
- Mechanical Engineer
- AC/ HVAC Engineer
- Critical/ AP Engineers
- Data Centre Engineers
- Commercial Gas Engineer
- Supervisor Mechanical Bias
- Shift Leads
- BMS Engineers
- Electrical Bias
- Supervisor
- Electrical Engineer
- Fabric Engineer
- Shift Engineers



Trades

- Carpenter
- Plumber
- Tiler
- Plasterer
- Labourer
- Dryliners
- Grounds Maintenance
- Site Supervisors
- Coordinator
- Multi-Skilled Operative
- Labourer
- Gas Engineer



Engineering Support

- Customer Service
- Contract Support
- Lead Contract Support
- Planner
- Document Controllers
- Scheduler
- Administrator
- Operations Administrator
- Customer Liaisons Officers

types of recruitment

Permanent:

Secure high-quality talent for long-term roles, ensuring stability, skills growth, and lasting impact within your organisation.

Interim:

Senior-level experts on demand for transformation projects or leadership gaps.

Contract:

Quickly hire skilled professionals for short-term projects, peak workloads, or specialist expertise.

Temporary

Fast and reliable talent for seasonal demand, absences, or urgent gaps.

Temp to Perm:

Assess a candidate's fit before making a permanent commitment.

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.

Permanent



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



Connor Gwilliam
Connor@boden-group.co.uk
Senior Consultant

Contract and Interim



Ryan McNeil
Ryan@boden-group.co.uk
Managing Director



Joel Powney
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Recruitment Consultant



Megan Gale
megan@boden-group.co.uk
Recruitment Consultant

Client Solutions



Frankie Cook
Client Solutions Manager



Cecilia Sheehan
Client Solutions lead

Delivery Team



Kelsey Gwilliam
Senior Delivery Consultant



Brandon Turland
Delivery Consultant



Suleiman Mushtaq
Delivery Consultant



Olivia Blake
Delivery Consultant



I can't recommend the team at Boden highly enough! With the very specific requirements for candidate skill sets asked for by myself dictated in a market already low on M and E engineers in technical facilities already, the team at Boden's has been an excellent and attentive recruitment team, going above and beyond always to source the perfect candidates!

Gerard Gull

Mitie | Account Manager



our track record

Operations Manager

“—

Boden Group has been invaluable in providing suitable candidates for some particularly difficult to recruit for contracts. They are always diligent in her pre-vetting of candidates to our very specific requirements and is always understanding of our unusual processes.

Operations Manager

“—

I have recently hired a Technical Supervisor from Boden Group and they were great throughout the whole process. Very informative and ensured we got the candidate we wanted from the start.

Technical Compliance Manager

“—

I have great confidence in Boden Group when it comes to sourcing the correct people for our workplace. My consultant is very knowledgeable, helpful, passionate and goes the extra mile

clients who
trust us

CBRE

 **bam**

 **EQUANS**
EMPOWERING TRANSITIONS



we're here to help. get in touch

engineering

facilities management

asset surveying

project management

professional services

public sector

clientside

bodenproperty

canopy

bodentalent

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