



bodengroup

Facilities Management Recruitment Solutions

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fm

recruitment specialists

Boden Group's facilities management division is central to our business. We specialise in recruiting both hard and soft FM professionals throughout the entire Facilities Management sector. We connect organisations with both temporary and permanent technical experts in the UK and the US to:

- Design complex systems
- Maintain critical infrastructure
- Deliver essential services

We have **access to over 110,000 FM specialist professionals** and a team of industry experts. This allows us to quickly and efficiently find the right talent to meet your specific business needs. Our approach is tailored to you. You'll receive dedicated support from recruiters who understand your industry. We're here to help you build a skilled workforce that achieves results.

Our Specialisms

- Management
- Leadership
- Back Office
- Public Sector FM
- Transformation
- Mobilisation
- Operational
- Client Side

Crown
Commercial
Service
Supplier

roles we cover

Management

- Contract Manager
- Account Manager
- Operations Manager
- Regional Manager
- Facilities Manager
- Technical Manager
- Maintenance Manager
- Hard Services Manager
- Soft Services Manager

Leadership

- Head of Facilities
- Operations Director
- Estates Director
- Director of Facilities
- Regional Facilities Manager

Back office

- Receptionist
- Compliance Administrator
- Administration Officer
- Data Analyst
- Contract Support

Public Sector FM

- Estates Officer
- Hard FM Manager
- Soft FM Coordinator
- Facilities Supervisor
- Energy and Sustainability Officer
- Local Authorities | Education Sector | Public Sector

Transformation & Mobilisation

- Mobilisation Manager
- Mobilisation Consultant
- Business Improvement Manager
- Programme Manager
- Transformation Manager
- Change Manager

Operational

- Facilities Coordinator
- Estates Manager
- Building Operations manager

Client Side

- Hard Facilities
- Soft Facilities
- Central Operations
- Executive Appointments

Technical

- Asset Management / Surveying
- Head Of / Director of Engineering
- Engineering Consultant
- Technical Management
- CAFM
- Lifecycle Manager
- Compliance Manager

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.

FM Management Permanent



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



George Davis
gdavis@boden-group.co.uk
Business Manager

FM Management Contract and Interim



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



Joel Powney
Joel@boden-group.co.uk
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



Connor Gwilliam
Senior Delivery Consultant



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 in a market already low in technical facilities, 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

With over a decade of expertise in facilities management recruitment, 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.

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.

Mobilisation, Change and Transformation specialist

“I would highly recommend Boden for their knowledge of FM, their exhaustive list of contacts, and their dedication to finding the right interim position for their candidates. I can honestly say that when I am looking for a new interim position, Boden is my “go-to” resource. They will always go the extra mile for interims and also for their clients.

EMEA Account Director

“Boden Group not only delivered on translating my needs, but their unbiased and energetic approach to connecting me to the right company culture and right job role was spot on. In a time that can be uncertain and stressful, boden group was reliable and an incredible support - every step of the way.

I know exactly who I will turn to for any future recruitment needs within my own teams and I strongly recommend you do the same.

clients who
trust us



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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