



# bodengroup

Professional Service Recruitment

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# professional services recruitment specialists

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Our Professional Services recruitment division specialises in sourcing top permanent and interim talent for commercial, bids, business development, procurement, supply chain and finance roles. We place professionals who drive growth, improve efficiency, and deliver strategic value, connecting businesses with skilled individuals who make a measurable impact across the UK and Ireland.

We have access to over 110,000 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 Specialisms

- Commercial and Contract
- Bids and Business Development
- Procurement and Supply Chain
- Finance

**NHS Workforce  
Alliance**  
Bringing together  
people who care

Non Clinical  
Staffing  
Approved  
Supplier

Crown  
Commercial  
Service  
Supplier

# roles we cover

## Commercial and Contract

- Head of Commercial
- Commercial Director
- Senior Commercial Manager
- Commercial Manager
- Commercial Assistant
- Contract Manager
- Contract Specialist
- Contract Support
- Handback Manager

## Bids and Business Development

- Business Development Manager
- Business Development Director
- Sales Director
- Sales Executive
- Bid Manager
- Bid Writer
- Hard Services Estimator
- Soft Services Estimator
- Solutions Manager
- Solutions Director

## Procurement and Supply Chain

- Head of Procurement
- Procurement Officer
- Supply Chain Lead
- Supply Chain Manager
- Supply Chain Consultant
- Supply Chain Administrator
- Category Manager
- Category Director

## Finance

- Finance Director
- Finance Manager
- Finance Controller
- Head of Finance
- Finance Business Partner
- Accountant

## 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 Consultants



**Michael Mcallister**  
Managing Director



**George Davis**  
Commercial  
Business Manager



**Ryan McNeil**  
Managing Director



**Lili orton**  
Bids and Business Development  
Senior Consultant



**Alfie Young**  
Finance  
Recruitment Consultant



**Tom McClay**  
Interim Finance  
Senior 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

## Contract and Interim



I've worked with Boden Group over the last 12 months to recruit a number of commercial vacancies across all levels of the function. The team has taken the time to understand how we work, the skillsets we need and our culture to help identify a number of high quality candidates for interview and appointment. My contacts is always responsive, a pleasure to deal with and supports in the most challenging searches across the business where others have not succeeded.

CEO | Leading Provider in FM Services



# our track record

## Project Directors

“ I worked with boden in the latter part of last year to source a number of Supply Chain professionals for the Commercial and Supply Chain team. The team has great passion and enthusiasm, demonstrating key strengths in their listening and questioning. They dedicated time and commitment to fully qualify the roles to ensure that only the most suitable candidates were proposed.

## CEO - Digital & Engergy Services

“ I've worked with Michael over the last 12 months to recruit a number of commercial vacancies across all levels of the function. Michael has taken the time to understand how we work, the skillsets we need and our culture to help identify a number of high quality candidates for interview and appointment. He is always responsive, a pleasure to deal with and supports in the most challenging searches across the business where others have not succeeded.

## Commercial Manager

“ I have used Boden on numerous occasions at different businesses for recruitment of commercial roles at varying levels over the last 5 years. Boden Group also placed me in my last 2 roles. Boden do not compromise when it comes to meeting them, which for me is important. I don't think there are many people in the industry who are as competent as Boden's team at understanding the market and their clients

## clients who trust us



# we're here to help. get in touch

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engineering

facilities management

asset surveying

project management

professional services

public sector

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