



# bodengroup

Public Sector Recruitment

 [publicsector@boden-group.co.uk](mailto:publicsector@boden-group.co.uk)

 0121 702 1464

 [www.boden-group.co.uk](http://www.boden-group.co.uk)





# public sector recruitment specialists

## about us

Our deep understanding of the Estates and Facilities Management market, particularly within the education and NHS sectors, allows our Public Sector recruitment division to excel at identifying and placing skilled professionals across estates, facilities, capital projects, and health & safety functions.

## departments we cover

We're able to tailor our recruitment approach to your specific needs, whether you operate in healthcare or higher education settings throughout the UK and Ireland, and we recruit for roles at all levels, from operational support to senior leadership.





# our public sector specialisms

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## capital projects



We specialise in recruiting capital projects professionals such as:

- Project Managers
- Clerks of Works

To support the delivery of major estate developments across the UK Healthcare and Higher Education sectors.

## estates



Specialists in recruiting estates professionals like:

- Estates Managers
- Compliance Managers

to support the safe, efficient running of healthcare and education facilities across the UK public sector.

## health & safety



We recruit Health & Safety professionals from:

- Advisors
- Fire Safety Surveyors

who ensure compliance, mitigate risk, and protect people across healthcare and education environments in the UK public sector.

## facilities



From Facilities Supervisors to Catering Managers, we source the people who keep vital services running across healthcare and education estates — delivering day-to-day operational excellence in the UK public sector.

## types of recruitment

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### 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.



## our track record



### University of Cambridge

We enjoy a long standing partnership with the University, providing a number of staff at differing level throughout the Facilities, Estates and Projects departments.



### University of Nottingham

Consulted with the University of Nottingham on several senior level management positions. Provided a number of high level interims to advise University on Hard FM Services.



### Oxford Brookes University

Placed numerous lower level positions, which the University had been struggling to fill for an extended period of time. We successfully ran a mass candidate sourcing campaign to ensure all jobs were filled.

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It is really encouraging that a large and professional Recruitment Agency has your corner, encouraging you, and working hard to get you that next amazing role.

Thank you, Boden Group. You do 'what it says on the tin'.

When I do get that next big senior management level role, and I have recruitment needs, Boden Group will be my first choice as a Recruitment Service Provider.

### Candidate Testimonial

**NHS Workforce Alliance**

Bringing together people who care

Non Clinical Staffing

Approved Supplier

Crown Commercial Service  
Supplier



# 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

### Kick-off Meeting

Formal project initiation, roles clarified, documentation requested

**Week 1**

Virtual or in-person

#### University Involvement:

Availability of key stakeholders

### Framework Familiarisation

Review framework documents, University processes, digital platforms

**Week 1–2**

No Site Visit Required

#### University Involvement:

Provide access to systems, documentation

### Account Team Alignment

Allocate internal account managers, recruiters, compliance lead

**Week 1–2**

No Site Visit Required

#### University Involvement:

Confirm escalation contacts

### Candidate Pool Review

Internal database scan & job board alignment for typical job roles

**Week 2–3**

No Site Visit Required

#### University Involvement:

Share priority vacancies

### Site Familiarisation Visits

Key team members visit campus (Estates/Campus Services) for relationship building

**Optional – Week 4+**

Yes – as agreed

#### University Involvement:

Agree schedule and contacts

### Sample Reporting Framework

Create draft MI reports including diversity, fulfilment, attrition, etc.

**Week 3–4**

No Site Visit Required

#### University Involvement:

Review and approve draft MI templates

### Technology Configuration

Test access to Timesheet Portal, JobAdder, Xero, Onboarded CRM

**Week 2–4**

Demonstration on request

#### University Involvement:

Provide test scenario (if required)

### Compliance Setup

Pre-emptive documentation and DBS checks (if required), RTW verifications

**Ongoing**

No Site Visit Required

#### University Involvement:

Confirm University-specific check requirements

### Live Assignment Simulation

Submit a test candidate and timesheet (non-billable)

**Week 4**

Virtual

#### University Involvement:

Approve simulation outcome

### Go Live

Begin with phased placements by priority

**Week 5**

As placements commence

#### University Involvement:

Maintain feedback loop during onboarding

### Continuous Review and MI Updates

Monthly MI submission and review, candidate satisfaction monitoring

**Monthly from Go Live**

As agreed

#### University Involvement:

Attend quarterly review meetings

# building an inclusive hiring process



## 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.



## 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.

## 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.

## Consultants



**Ryan McNeil**  
Managing Director



**Tom Wilkinson**  
Business Manager



**Josh Hughes**  
Principal Consultant

## Client Solutions



**Frankie Cook**  
Client Solutions Manager



**Cecilia Sheehan**  
Client Solutions lead



**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



# 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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