



boden**group**

Public Sector Recruitment

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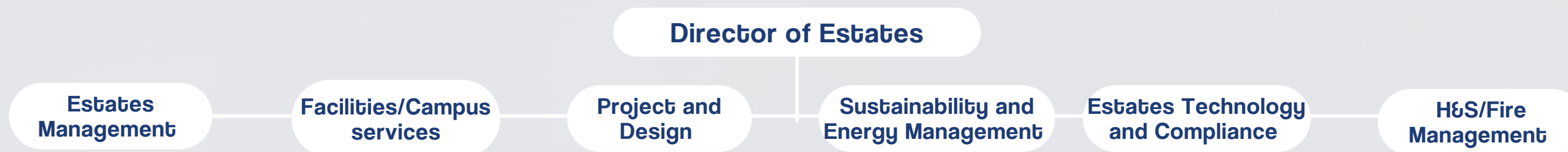
public sector recruitment specialists

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

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

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



BWC Management

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



University Hospitals Leicester

Consulted with the University Hospitals Leicester on several engineering, health & safety management and Sustainability management roles



West London NHS Trust

Resourced for projects personnel to sit within the capital team handling budgets and major works on site

“

We are delighted with the service provided by Boden Group, through which we have been able to recruit high-calibre professionals into our team.

We have found the team at Boden especially Tom and Josh to be extremely helpful and responsive, capable of quickly and clearly understanding our needs and able to identify good-quality candidates to improve the operation of our department

Head of Estates at an NHS Trust

NHS Workforce Alliance
Bringing together
people who care

Non Clinical
Staffing
Approved
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



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

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🌐 www.boden-group.co.uk

engineering

facilities management

asset surveying

project management

professional services

public sector

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