

**Beach Baker**  
Recruitment

[www.beachbaker.co.uk](http://www.beachbaker.co.uk)

# Mission Statement:

Beach Baker have a passion and devotion to the property industry and thrive on building relationships. Our team works tirelessly to ensure we source the best possible professionals and match them to the finest opportunities.



Beach Baker Recruitment is a leading professional recruitment consultancy for the real estate sector. We have offices in London, Bristol and Leeds providing outstanding UK wide for our varied mix of high profile clients.

Beach Baker's access to the latest industry techniques and recruitment technology enables us to offer a wealth of experience in sourcing top class professionals at all levels.



Beach Baker's consultants are experts in specific disciplines giving greater knowledge and understanding of current market trends. We offer a unique service, which provides value added strategies and the best recruitment solutions.

Beach Baker also support and sponsor many real estate events and organisations which have direct links to The Royal Institution of Chartered Surveyors (RICS), The British Institute of Facilities Managers (BIFM), The Central Association of Agricultural Valuers (CAAV) and The Royal Town Planning Institute (RTPI).



# Recruitment Services

Beach Baker utilises a number of proven recruitment methods and techniques to meet our client's objectives, which include:



## Contingency

Beach Baker have an extensive network of property professionals actively looking for new employment. We will search our highly developed database and network our contacts to source only the most suitable candidates available. Beach Baker will also always interview shortlisted candidates to save the valuable time of our clients.

## Advertised Assignment

A more high profile presence can be required to deliver the best possible candidates. Beach Baker can be retained to produce a professionally designed advert to work in conjunction with networking our candidate contacts.

## Executive Headhunt

A retained headhunt is our focused way of finding senior or specific candidates for top level or specialised roles. Headhunting is particularly effective when there is a smaller pool of candidates available, when certain defined skills are needed for the opportunity and when a completely confidential approach is required.

According to a well-respected industry magazine, 80% of all candidates are passive, meaning that they are not actively looking for a new position but will consider a move if enticed. These candidates are usually the most desirable and generally do not respond to adverts. They must be headhunted by a professional.



## Business Merges & Team Acquisitions

Our highly skilled team at Beach Baker have been fundamental at implementing and fulfilling both company mergers and acquisitions of other firms in the most sensitive of situations. With a highly confidential approach and market leading knowledge we are able to work with our clients to target the right people which will add value and strengthen their business.



## Salary Advice and Benchmarking

With up to date market knowledge Beach Baker can offer our clients tailored advice on current salary levels and benefits to make sure they can attract the best possible professionals for their firms.

## Interview Advice and Training

Our consultants at Beach Baker are more than happy to help and give advice to hiring managers and recruitment teams on how to best recruit. We will also offer an insight into interview techniques and legislation surrounding the recruitment process.

With all the up to date information on regulations we are able to give you the strategy needed to make sure you recruit the best staff for your organisation regarding; interview techniques, what can and cannot be asked, best policy and how to get the best people.

## Confidential Approach

Beach Baker is one hundred percent committed to the confidentiality of all candidate and client approaches.



A person is skydiving, silhouetted against a warm, orange-hued sunset sky. The parachute is a dark blue and black canopy, fully deployed. The person is in a stable, head-down position, with their arms and legs extended. The background is a gradient of light orange and yellow, suggesting the sun is low on the horizon.

## All Eventualities Covered

Beach Baker recognises that our client's require employees for different lengths of time and for different circumstances. Our teams can recruit for all eventualities and for all levels of experience, including:

- Permanent
- Contract
- Interim
- Temporary



# Specialist Sectors:

## General Practice

Acquisition, Agency & Leasing, Asset Management, Property & Estate Management, Corporate Real Estate, Development, Investment/Capital Markets, Landlord & Tenant, Valuation, Rating.

## Technical

Building Surveying, Quantity Surveying, Project Management.

## Planning

Town Planning, Environmental, Sustainability, Urban Design, Policy, Development Control, Enforcement and Regeneration.

## Rural Surveying

Estate Management, Rural Professional, Resident Agent, Land & Farm Agency and Rural Consultancy.



An aerial night photograph of a city, likely London, showing a wide river (the Thames) with a bridge (the London Bridge) crossing it. The city lights are reflected in the water, and the sky is dark. The text is overlaid on the left side of the image.

## Facilities Management

Client-Side, Facilities Service Provider, Property Management, Consultancy, Public Sector, Engineering Management, Soft Services Management, Facilities Project Management, and H&S/Environmental Management.

## Residential

Development, Land Agency, Investment, Asset Management, Valuation, Affordable Housing, New Homes, UK & International Sales, Private Rental Sector.

## Programme & Change Management

Business Analysts, Project and Programme Managers, Data Analysts, PMO and Project Support, Architects and Testers.

## Business Support

Property Administration & Secretarial Support, Property Executives & Personal Assistants, Property & Estate Management Administrators, Project & Bid Co-ordinators, Estates Technicians & Surveying Executives, Business Development & Property Marketing, Property Accounts Assistants, Credit Control & Payroll.



# Clients Beach Baker act for:

Beach Baker recruit for a number of leading organisations including international real estate consultancies, property companies, developers, banks, corporates, institutional investors, public sector organisations, charities, rural estates, rural consultancies, planning consultancies, environmental consultancies, architectural and design consultancies.





# Client Testimonials

*"I would just like say how well Matthew Clackson and Beach Baker performed in my recent quest to recruit a senior member of staff here at Smiths Gore. Where other recruitment agents failed, Beach Baker provided several excellent candidates, which made our recruitment process an efficient and successful process. I would use Matthew and Beach Baker again and recommend him to others in an instant."*  
Smiths Gore

*"I was very pleased with the service which you gave LSH in our successful attempt to secure a Rating Surveyor based in Bristol office. You sent us through details of a variety of good candidates, whose CVs accurately represented their experience, and from whom we were able to find a number of candidates who were suited to the position. The requirement had to be circulated more than once, due to the competitive nature of employment in this sector of the market. Your enthusiasm for the job did not falter and we ended up employing the best of the candidates seen. Craig has now settled in well and is delivering on the promise shown in the interview process. I would definitely use your services again and would recommend you to others."*  
Lambert Smith Hampton

*"Tetlow King Planning have been very impressed by the knowledge of the planning and construction sector that Beach Baker possess as well as the effort they have made to assist us in the successful placement of high quality members of staff. They recently found us an important new member of staff and are continuing to assist us with meeting our needs on recruitment. They are our first port of call in the recruitment of professional planners".*  
Tetlow King Planning



*"Beach Baker were able to quickly understand our requirements and successfully placed two members in our property/facilities team. The candidates we received were strong in regards to experience, technical ability and a cultural match, which in the charity sector is extremely important. We have been delighted with the service from Beach Baker and will not hesitate to use them and/or recommended them to anybody."*

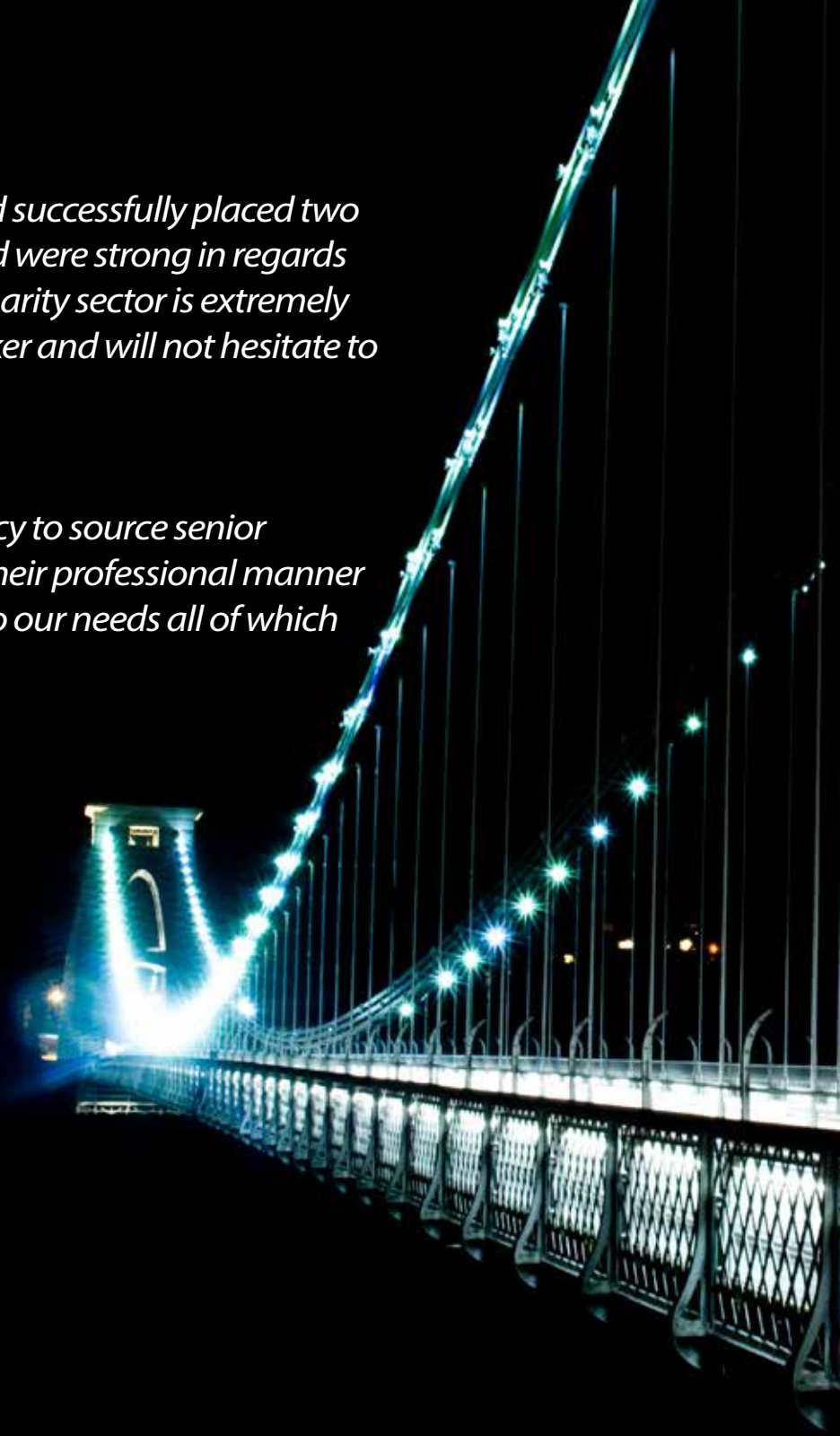
Scope Charitable Trust

*"Having chosen Beach Baker as our retained recruitment consultancy to source senior positions at our South West Regional Office we were impressed by their professional manner together with the confidential and flexible approach they showed to our needs all of which matched the high expectations we have as an organisation."*

St Modwen PLC

*"We had become frustrated with a lack of competence and poor service received from purely London-based agencies over the last few years. Beach Baker delivered exactly what we wanted and expected from a recruitment agency; they promptly arranged a briefing meeting, agreed a competitive fee, searched and interviewed a large number of candidates within 2-3 weeks, proposed an excellent shortlist of quality candidates, co-ordinated two rounds of interviews and we promptly hired two people. Efficient, effective and professional - what else could you ask for?"*

Insite Poster Group





# Candidate Testimonials

*Ruth is an understated and exceptional professional who puts her clients individual needs at the heart of her work. Ruth's caring and committed nature makes her approachable and very successful with her placements. I was very pleased to have Ruth on my side and will be forever grateful for her assistance. "*

Head of Planning, Colliers

*"It is a real pleasure to have met and worked with Marie. In fact, it was Marie who found me by spotting my CV on one of the job boards and matching it with the contract job specification she had. From the first phone conversation we had I understood I was dealing with an exceptional professional who knows the market and was able to understand fully her client needs and match them with the right candidate. The amount of information I was able to get from that first and other subsequent phone calls made me pursue the position, although the industry was different from the target I had at the time. The accuracy of information and the tips she provided were useful during the interview that followed. And when the offer came, Marie was again there making sure I got the contract right, in minimal time and ensuring I was happy at the position throughout. All in all it is a pleasure to have met and worked with Marie as my agent and I hope we can work together again in the years to come. "*

Data Analyst, The Crown Estate

*"Ruth was extremely helpful and supportive throughout the process of securing my new role at BW. She always took the time to answer my questions and talk through any concerns that I had. Ruth was always very professional and it was clear that she really cared about finding the best role for me. I cannot recommend Ruth enough. "*

Planner, Barton Willmore



*"Wendy has been valuable in helping me find and secure the perfect position for the step up in my career that I have been looking for, for some time. Wendy was very professional from the get go and really listened to my requirements which enabled me to fully trust the process. I am very thankful for coming across Wendy at Beach Baker and will not hesitate to seek her advice in my future career moves."*

Graduate, Lambert Smith Hampton

*"Rupert is one of the best recruiters I've come across. He never fails to return calls or make effort into placing candidates in the best roles. Furthermore he knows the market and expectations, so will be honest if the job isn't the right one. Great guy and well worth a call whatever your position. "*

Associate Director, Head of Industrial, Logistics and Development, Lambert Smith Hampton

*"Daniel has worked tirelessly and efficiently to successfully secure a new position for me. He took time to get to know me personally and, as a result, presented some excellent opportunities that were in line with my career aspirations. Daniel is extremely professional in his dealings and I would highly recommend his services to anybody."*

Senior Surveyor, CBRE

*"Jon has been easy to deal with and light-hearted, yet thorough, in his approach to handling my recent job application. He was very encouraging and happy to take my calls, even outside of standard working hours, to fit around my schedule. From previous bad experiences with some large recruitment firms, this has been a pleasant process to go through and for that I owe Jon many thanks."*

Pubs & Restaurants Negotiator, Christie & Co





# Beach Baker

Recruitment

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