Arcavia Consulting

TALENT ACQUISITION SERIES · PAPER ONE · SEPTEMBER 2026

In-house recruitment models for construction

Three ways to build a hiring function, and what each one runs on.

How 150 UK construction, infrastructure and built-environment employers have organised their in-house recruitment: the models in the market, the roles inside them, and the gearing that runs them.

817
IN-HOUSE RECRUITERS RESEARCHED

150
EMPLOYERS RUNNING A TEAM

3
OPERATING MODELS ACROSS THE MARKET

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ABOUT THIS PAPER

Executive summary

Eight hundred and seventeen recruiters, 150 employers, three models.

We researched 817 profiles of in-house recruitment professionals working for UK construction, infrastructure and built-environment employers, and grouped them to the 150 employers they work for. Three recruitment models run across that market.

FULL TEAM — SELF DELIVERY

18 employers · 371 recruiters. A self-delivery function encompassing three main roles: TA leadership, recruiters and administrators, with an extensive direct sourcing team beneath. Median team 17.

TA PARTNERING

34 employers · 194 recruiters. Built around major project, regional and divisional coverage, with partner-titled roles at 28 per cent of the model. Median team 4.

BASE ADMINISTRATION

98 employers · 245 recruiters. Limited resource, focused on recruitment administration with limited availability for direct sourcing. Median team 2, and 44 of them one person.

Key findings

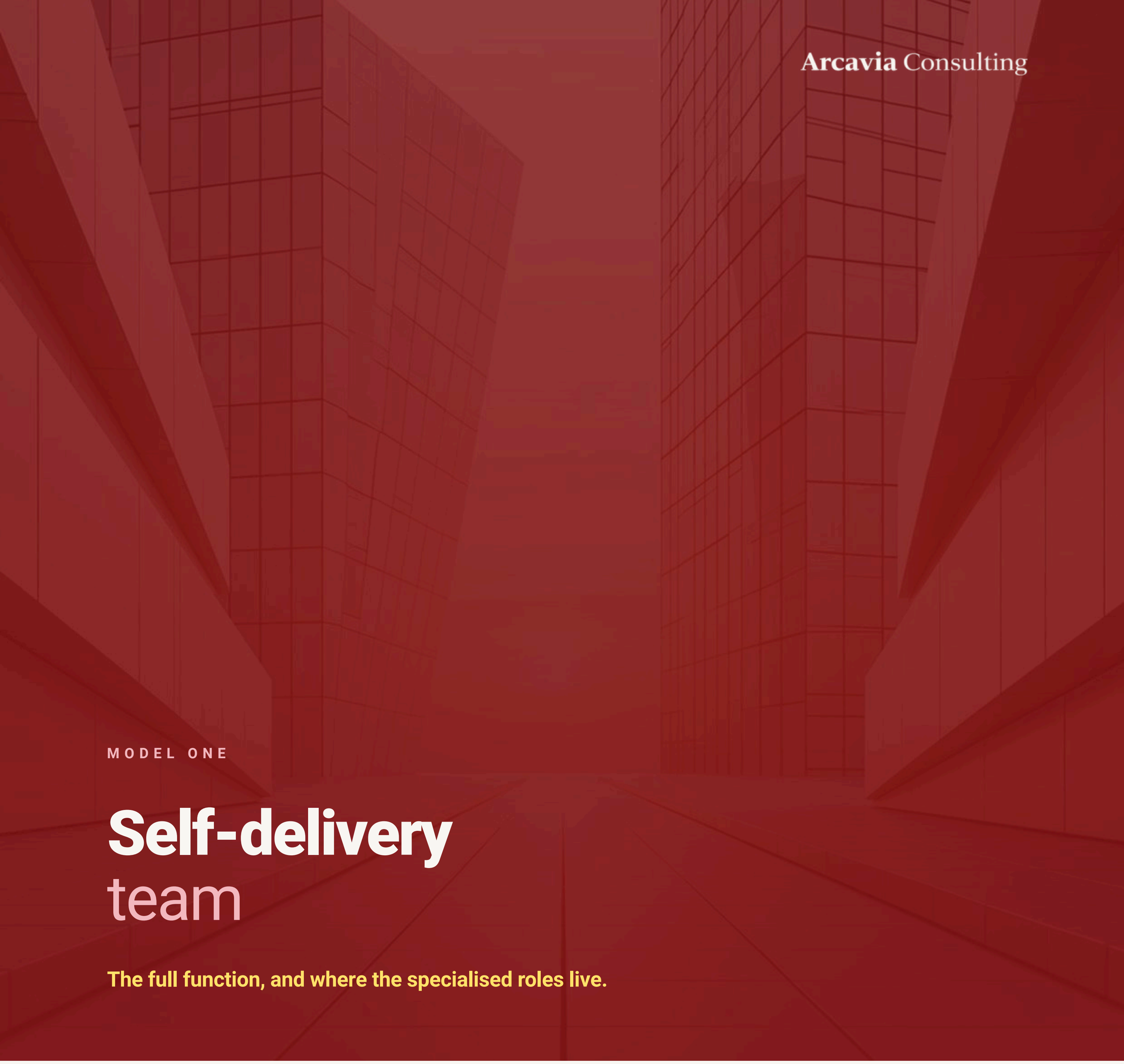
01 **Self-delivery teams carry the specialised roles.** Employer brand, talent management, and systems and data account for 18 people in this model, present in 11 of its 18 teams, against 6 people across all 132 employers running the other two.

02 **Business partnering is implemented in the larger firms.** The median employer running it carries 2,232 people against 892 for base administration, and partner-titled roles are 28 per cent of the model against 16 per cent.

03 **Base administration is the most prevalent model.** 98 of the 150 employers run it, 44 of them with a single person covering the whole business. Administration roles are 9 per cent of the model against 4 per cent in a self-delivery team.

04 **The smallest teams carry the heaviest posted load.** 8.8 live advertised vacancies per recruiter against 6.1 in the self-delivery employers, on 18 and 14 employers respectively.

05 **Direct sourcing is 62 per cent of every model.** Whatever the shape, three in five people in an in-house construction team are working requisitions directly. The models differ in what sits around that core, not in the core itself.



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MODEL ONE

Self-delivery team

The full function, and where the specialised roles live.

18 employers run a self-delivery team, and between them they hold 371 of the 810 in-house recruiters who sit at a named employer in this study. That is 12 per cent of the employers carrying 46 per cent of the people.

A named owner of the function, business partners fronting the divisions, and an extensive direct sourcing team beneath. These are the only teams in the study that also carry employer brand, talent management, and systems and data.

17
MEDIAN TEAM SIZE

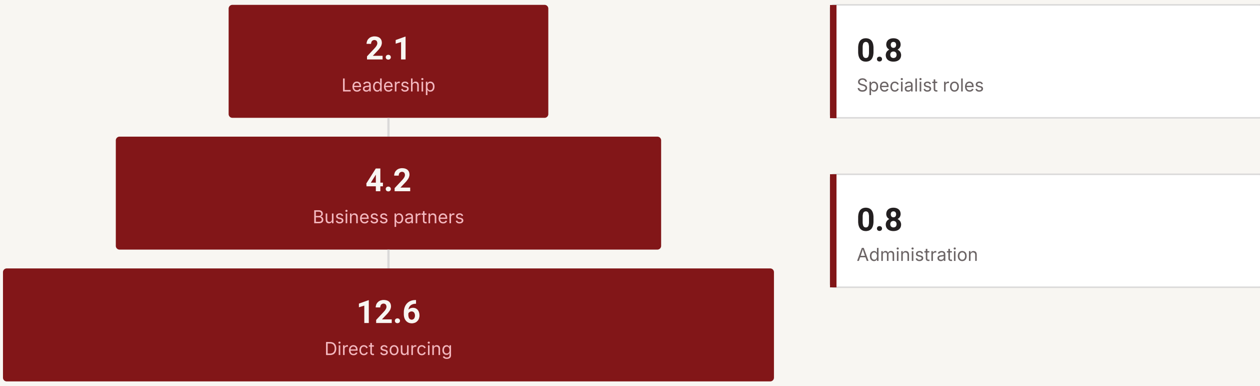
325
EMPLOYEES PER RECRUITER

6.1
VACANCIES PER RECRUITER

MODEL ONE · IN DETAIL

How the self-delivery team is built

Two leaders, four partners, thirteen sourcing.



The average team running this model, by role, across 18 employers and 371 people.

KEY Each figure is the average number of people holding that role in one team running this model, so the five boxes together describe a single team rather than the model as a whole. Leadership, business partners and direct sourcing form a line of report; specialist roles and administration sit beside that line rather than in it. The figures are averages across every team in the model, which is why they carry a decimal.

The structure runs three deep. A named owner of the function sits at the top, with 2.1 leadership seats in the average team. Beneath that sit 4.2 business partners fronting the divisions, and beneath them 12.6 people delivering and sourcing directly. The two roles that sit beside that line rather than in it are the specialists, at 0.8 per team, and administration at 0.8.

The specialised roles are what mark this model out. Employer brand, talent management, and systems and data account for 18 people here, present in 11 of the 18 teams. Across the 132 employers running the other two models the same roles account for 6 people in total. Early careers is the other specialism that arrives at this scale, at 39 people.

Tenure

1.9 Median years in the current role	**3.9** Median years with the firm	**7.4** Median years in recruitment

People stay longer in a self-delivery team than anywhere else in the study. Median tenure with the firm is 3.9 years against 2.5 in base administration, and median experience is 7.4 years against 6.2. The teams that specialise also hold on to people.

Gearing

One in-house recruiter covers 325 employees at the median, on 11 employers with a published CN100 headcount, and carries 6.1 live vacancies on 14 employers. Both are the most comfortable figures in the study, which is what the investment buys.

Who runs it

The largest in-house teams in the study sit here. Between them the 18 employers running this model hold 371 of the 810 recruiters who sit at a named employer in this market.

FIRMS RUNNING THIS MODEL

Balfour Beatty	Mace	Buro Happold
Babcock Rail	Laing O'Rourke	Rider Levett Bucknall RLB
Turner & Townsend	Costain	McCarthy & Stone
Kier	Amentum	Ridge and Partners LLP
M Group	Morgan Sindall	Ferrovial Construction UK
Skanska UK	Wates	JRL Group

Employers where we identified a team of 4 or more in-house recruiters. The model is our reading of a team's composition from the public record, not a label the firm uses, and the teams we found are lower bounds rather than a census.

MODEL TWO

TA business partnering

Built around major project, regional and divisional coverage.

34 employers organise the function around the work rather than around the business: a quarter or more of the team doing deployment and mobilisation, or titled to a named region or division.

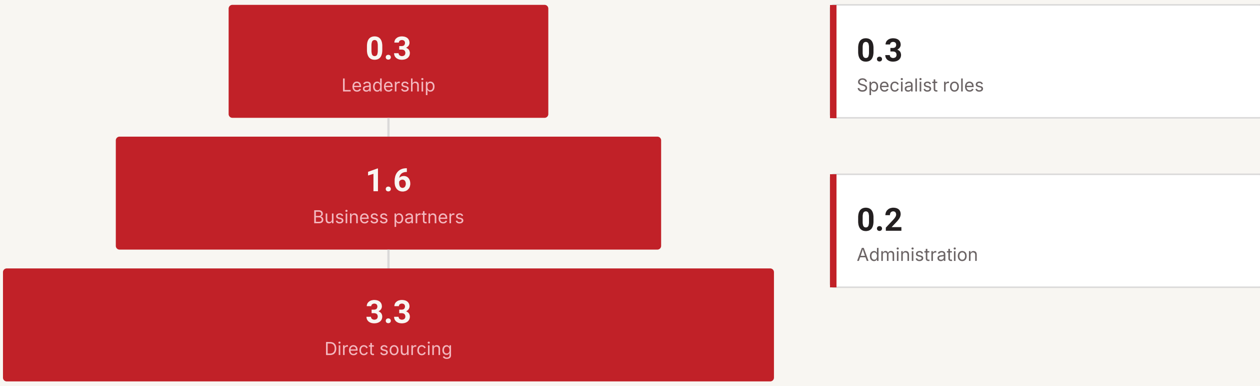
Partner-titled roles are 28 per cent of this model, the highest of the three, and the median employer running it carries 2,232 people.

4	**462**	**5.0**
MEDIAN TEAM SIZE	EMPLOYEES PER RECRUITER	VACANCIES PER RECRUITER

MODEL TWO · IN DETAIL

How the partnering model is built

The model construction built for itself.



The average team running this model, by role, across 34 employers and 194 people.

KEY Each figure is the average number of people holding that role in one team running this model, so the five boxes together describe a single team rather than the model as a whole. Leadership, business partners and direct sourcing form a line of report; specialist roles and administration sit beside that line rather than in it. The figures are averages across every team in the model, which is why they carry a decimal.

In a project business the hiring question is not only who to bring in. It is who is coming off a scheme in March, what they can move onto, and what has to be recruited around them. Resourcing — putting people already on the payroll onto schemes while hiring against the gaps — is 37 per cent of this model, against 1 per cent of base administration. The discipline has no real equivalent outside project businesses.

The shape reflects it. The average team carries 1.6 business partners against 0.3 leadership seats, so the weight of the model sits in the partner layer rather than above it. Partner-titled roles are 28 per cent of the people here, against 20 per cent in a self-delivery team and 16 per cent in base administration.

Tenure

1.8 Median years in the current role	**3.1** Median years with the firm	**7.8** Median years in recruitment

Tenure sits between the other two models on every measure, at 3.1 years with the firm and 1.8 years in the current seat at the median.

Gearing

One recruiter covers 462 employees at the median, on 16 employers, which is the widest structural coverage of the three models. Live vacancies per recruiter are the lowest in the study at 5.0 on 19 employers, because a meaningful share of the demand these teams service never becomes an advert. It is filled internally.

Who runs it

34 employers organise the function this way, across contracting, maintenance and major-programme businesses alike.

FIRMS RUNNING THIS MODEL

Amey	VolkerWessels UK	Unibail-Rodamco-Westfield
Altrad	Galliford Try	Clancy
JN Bentley	Bechtel	Bouygues UK
KBR	Murphy Group	Graham
Equans UK & Ireland	Robertson	Currie & Brown
Linesight	Hilti Great Britain	Tilbury Douglas

Employers where we identified a team of 4 or more in-house recruiters. The model is our reading of a team's composition from the public record, not a label the firm uses, and the teams we found are lower bounds rather than a census.

MODEL THREE

Recruitment administration

Limited resource, and the heaviest posted load in the study.

98 of the 150 employers with any in-house recruitment run it this way: a median team of 2 people, 44 of them a single person covering the whole business, and administration at 9 per cent of the model.

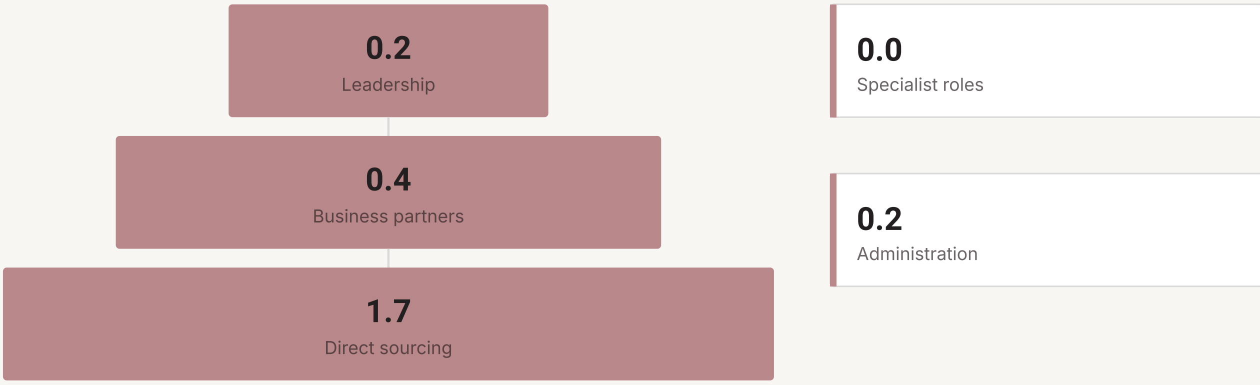
It is the most prevalent model in UK construction by a wide margin, and the one with the least capacity for direct sourcing: 8.8 live vacancies per recruiter against 6.1 in a self-delivery team.

2	398	8.8
MEDIAN TEAM SIZE	EMPLOYEES PER RECRUITER	VACANCIES PER RECRUITER

MODEL THREE · IN DETAIL

How recruitment administration is built

Two-thirds of employers, and the thinnest cover.



The average team running this model, by role, across 98 employers and 245 people.

KEY Each figure is the average number of people holding that role in one team running this model, so the five boxes together describe a single team rather than the model as a whole. Leadership, business partners and direct sourcing form a line of report; specialist roles and administration sit beside that line rather than in it. The figures are averages across every team in the model, which is why they carry a decimal.

The average team here does not carry a leadership seat at all. There are 0.2 leadership roles and 0.4 business partners per team, against 1.7 people carrying delivery. Specialist roles are effectively absent at 0.0 per team, and across all 98 employers running this model there are 3 people in employer brand, talent management or systems and data.

Administration is 9 per cent of the model against 4 per cent in a self-delivery team, the highest share of the three and the reason for the name. What limits these teams is capacity rather than remit. At 8.8 live vacancies per recruiter, against 6.1 in a self-delivery team, there is very little room left for proactive direct sourcing once the requisition list is covered.

Tenure

1.5 Median years in the current role	**2.5** Median years with the firm	**6.2** Median years in recruitment

This is the shortest tenure in the study on all three measures: 2.5 years with the firm against 3.9 in a self-delivery team, and 6.2 years of recruitment experience against 7.4. Anyone building a coverage strategy on relationships here has to plan for those relationships to move.

Gearing

Coverage runs at one recruiter per 398 employees on 20 employers, closer to the self-delivery figure than the team sizes suggest, because these are smaller businesses. The median employer running this model carries 892 people against 7,326.

Who runs it

98 employers run it, and only 20 of them carry a team of four or more; the remaining 78 run teams of three or fewer. At two people the model splits, and both shapes are deliberate. Dragados UK & Ireland pairs a recruitment manager with a recruiter, which puts delivery capability in place with a clear owner over it. Geobear staffs its two at Head of Talent Acquisition and Talent Lead, buying leadership seniority at a size most functions only reach at three times the headcount.

FIRMS RUNNING THIS MODEL

Royal BAM	FM Conway Ltd	STRABAG UK
Omexom UK	Willmott Dixon	Fortem Solutions
NG Bailey	Tarmac	Eiffage Kier Ferrovial BAM (EKFB)
Bilfinger UK	VINCI	Saint-Gobain UK & Ireland
WPS	Cumming Group UK & Europe	Vp plc
Ian Williams Ltd	Farrans Construction	Bovis Construction
Waterman Aspen	Aureos	

Employers where we identified a team of 4 or more in-house recruiters. The model is our reading of a team's composition from the public record, not a label the firm uses, and the teams we found are lower bounds rather than a census.

SIDE BY SIDE

The three models compared

Employers cluster at one end of this market, people at the other.

18 employers, 12 per cent of those with a team at all, hold 371 of the 810 recruiters who sit at a named employer. Two-thirds of employers run base administration and between them they hold 245.

Employer size is the weakest of the three explanations for how a function is built. Coverage differs by under a quarter across the three models while their median team sizes differ by a factor of eight.

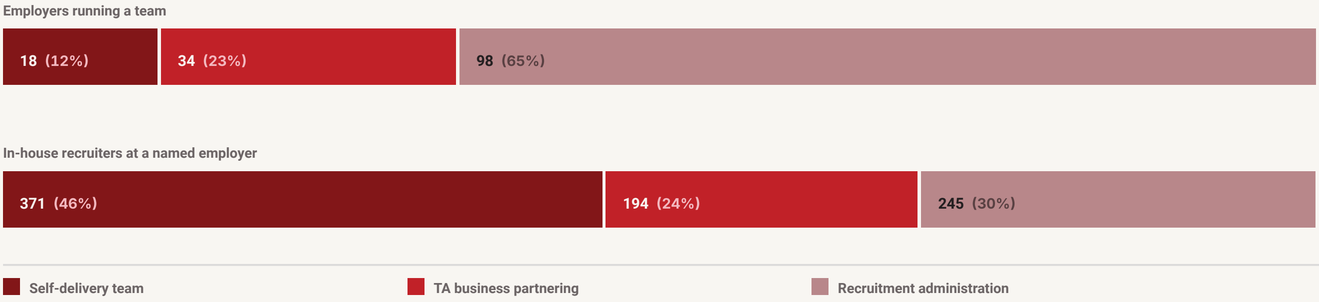
18
SELF-DELIVERY EMPLOYERS

34
TA PARTNERING EMPLOYERS

98
BASE ADMINISTRATION EMPLOYERS

SIDE BY SIDE · THE NUMBERS

The three models compared



Employers running each model against the recruiters inside it. Based on the 810 recruiters who sit at a named employer; 7 of the 817 carry no employer on the profile.

THE THREE MODELS COMPARED

MODEL	EMPLOYERS	RECRUITERS	MEDIAN TEAM	EMPLOYEES PER RECRUITER	VACANCIES PER RECRUITER	MEDIAN YRS WITH FIRM	MEDIAN YRS IN ROLE
Self-delivery team	18	371	17	325	6.1	3.9	1.9
TA business partnering	34	194	4	462	5.0	3.1	1.8
Recruitment administration	98	245	2	398	8.8	2.5	1.5

Per-recruiter figures are the median of the employer-level ratios, not a ratio of totals. Babcock Rail is excluded from every ratio: it carries 47 group-wide recruiters against a rail-only CN100 headcount. It is still counted in the population figures.

Employees per in-house recruiter, median of the employer-level ratios. n = 11, 16 and 20 employers with a published headcount.

Employees per in-house recruiter by model.

Live advertised vacancies per in-house recruiter, median of the employer-level ratios. n = 14, 19 and 18 employers.

Live vacancies per in-house recruiter by model.

The self-delivery employers have the best structural coverage and the second-lightest posted load. The partnering employers have the widest coverage and the lightest posted load, because their demand is partly met by moving people rather than by advertising. The base administration employers sit in the middle on coverage and carry the heaviest advertised workload of the three.

THE FIFTEEN LARGEST IN-HOUSE TEAMS

EMPLOYER	RECRUITERS	MODEL	EMPLOYEES PER RECRUITER	VACANCIES PER RECRUITER
Balfour Beatty	49	Self-delivery team	379	11.0
Babcock Rail	47	Self-delivery team	16	—
Turner & Townsend	41	Self-delivery team	—	25.3
Kier	32	Self-delivery team	319	4.5
Amey	31	TA business partnering	335	9.1
M Group	25	Self-delivery team	451	—
Skanska UK	24	Self-delivery team	135	2.1
Mace	23	Self-delivery team	319	16.3
Laing O'Rourke	22	Self-delivery team	456	7.8
Costain	18	Self-delivery team	177	8.8
Altrad	16	TA business partnering	541	—
Amentum	16	Self-delivery team	—	—
JN Bentley	14	TA business partnering	145	21.5
Royal BAM	13	Recruitment administration	411	13.8
Morgan Sindall	12	Self-delivery team	667	14.1

The highlighted row is the Babcock Rail mapping distortion described above and is excluded from all model ratios. Employee numbers are CN100 2025 and are blank where an employer does not appear in that dashboard.

The firm-level spread is the reason the averages should never travel alone. Across the employers where we hold both figures, employees per recruiter runs from under twenty to over two thousand eight hundred, and the correlation between employer headcount and employees per recruiter is 0.02. Employer size predicts nothing about how stretched a recruiter is. The addressable question is always which specific business is thin, never which size band.

CHAPTER FOUR

The roles inside the function

Leadership, business partners and direct sourcing, plus the two roles that sit beside them.

Job titles in this function are inconsistent between firms, which is exactly why they are worth coding. We read all 817 titles and placed each person in one of five roles by what the title says they own, applying the same rules to every record.

Three of those roles form a line of report and two sit beside it. The line is 65 leaders, 171 business partners and 509 people sourcing and delivering directly.

65
TA LEADERS

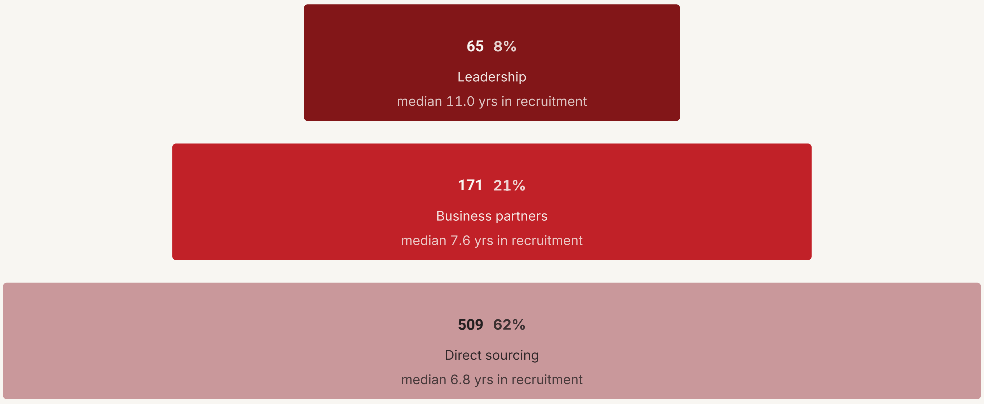
171
BUSINESS PARTNERS

509
DIRECT SOURCING

CHAPTER FOUR · THE ROLES

The roles inside the function

Three in five people in this market source directly.



26 Specialist, 3.2% of the 817

46 Administration, 5.6% of the 817

The market-wide structure: the three roles that form a line of report, and the two that sit beside it.

THE FIVE ROLES

ROLE	PEOPLE	SHARE	MEDIAN YEARS IN RECRUITMENT	MEDIAN YEARS IN ROLE	MEDIAN YEARS WITH FIRM
TA leader	65	8.0%	11.0	1.9	6.4
Business partner	171	20.9%	7.6	2.0	3.9
Sourcing	509	62.3%	6.8	1.8	3.2
Specialist	26	3.2%	7.2	1.0	3.0
Administration	46	5.6%	3.1	1.2	1.9

Roles are derived from the job title, so they are an interpretation of what a person owns rather than a statement of an actual remit. Tenure is self-reported and current at 8 September 2026.

TA leader

65 people, 8.0 per cent of the market, and the most experienced group in the study at a median of 11 years in recruitment. They are also the most settled, at 6.4 years with the current employer against 3.2 for direct sourcing. The middle half of this group falls between 6.0 and 16.1 years, which is a wide enough band that a recruiter at ten years is a credible candidate for a head-of role and one at twenty is not automatically overqualified for a manager one.

Business partner

171 people, 20.9 per cent of the market, on a median of 7.6 years in recruitment. This is the layer that fronts the business, and its weight varies more by model than any other role: 28 per cent of a partnering team, 20 per cent of a self-delivery team and 16 per cent of base administration.

Sourcing

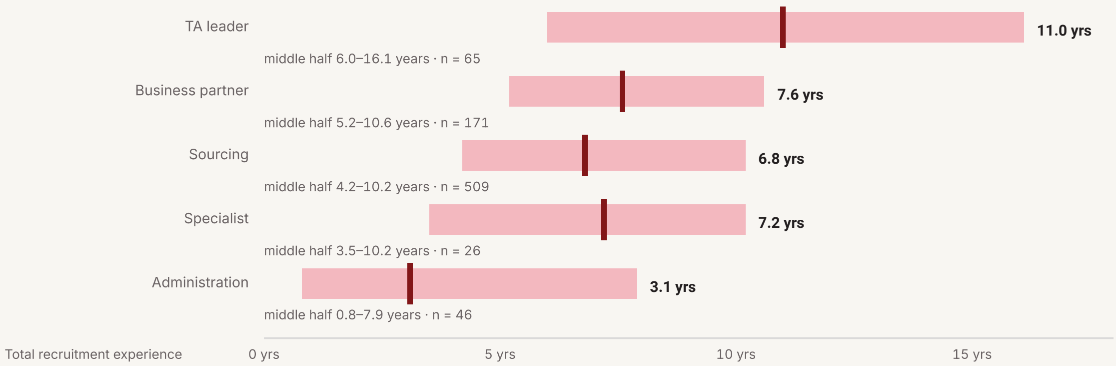
509 people, 62.3 per cent of the market and the core of all three models. Median experience is 6.8 years and median time in the current seat 1.8 years. This is where requisitions get worked and where almost every approach lands.

Administration

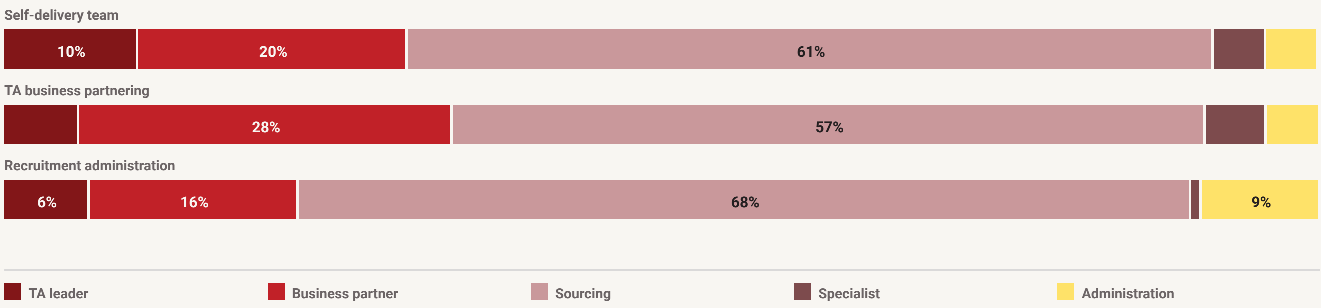
46 people, 5.6 per cent of the market, with 3.1 years of experience and 1.9 years with the firm at the median. This is the thinnest layer in the study. Teams are built from experienced hires rather than grown from the bottom, which is a supply question for the function's own future leadership and one the sector has not yet had to answer.

Specialist roles

26 people across employer brand, talent management, and systems and data. They hold 7.2 years of experience at the median, comparable to direct sourcing, but only 1.0 year in the current seat. These are the newest roles in the market, they sit almost entirely inside self-delivery teams, and they are the clearest signal of where a function invests once delivery is covered.



Total recruitment experience by role: the bar is the middle half of each group and the line is the median.



Role mix within each model. Direct sourcing dominates all three; what differs is what sits around it.

METHOD

How this was built

POPULATION	Two saved lists of UK in-house recruitment professionals working in construction and the built environment, compiled from public professional profiles and captured 7 to 8 September 2026. Twelve people appear on both and are held once, giving 817 unique profiles at 150 employers.
COLLECTION	All 817 profiles were opened and read individually rather than collected in bulk, which is why we can report tenure and career history from the dates each profile carries. Nothing is estimated or inferred.
TENURE	Years in current role, years with firm and total recruitment experience are computed from dated role history against a September 2026 reference date. Consecutive roles at one employer span the whole period, and overlapping recruitment roles are not double-counted.
ROLES	The five roles are derived from the job title by consistent keyword rules applied to all 817 records. 174 titles name a partner remit, and 171 of those become business partners — the remainder are leaders or specialists whose titles happen to carry the word. Only 3 titles name sourcing explicitly, so **sourcing** is defined as the delivery population that does not carry a partner title, rather than by a sourcing keyword.
CLASSIFYING	Read in order. A **self-delivery team** is seven or more people with a named function owner and at least one role that is not delivery. **TA business partnering** is a quarter or more of the team doing deployment work, or a quarter or more titled to a region or division. **Recruitment administration** is everything else. The classification is Arcavia's reading of team composition. No employer was asked how it describes its own operating model.
GROUPING	Related entities are rolled up to their CN100 parent before any per-employer figure is calculated, so Balfour Beatty VINCI and Balfour Beatty Kilpatrick sit inside Balfour Beatty.
COMPANY DATA	Construction News CN100 2025 turnover, margin and workforce dashboards, extracted 21 August 2026, joined by company name. Live advertised vacancy counts were taken for 37 CN100 employers by cross-referencing LinkedIn against each company's own careers page, so a role carried in both places is counted once.
CALCULATION	Every per-recruiter ratio is computed per employer and then medianed, never as a ratio of two totals, which would be dominated by the largest teams. Babcock Rail is excluded from every ratio and named each time it is.

LIMITS

What this data cannot tell you

- **Seven records carry no employer.** Seven profiles leave the company blank, so they sit in the population of 817 but in none of the 150 teams. Every model figure is built on the 810 recruiters who do sit at a named employer.
- **It is a sample.** This is a list of people we have found, not a census. Team sizes are lower bounds and every per-recruiter ratio is an upper bound on real workload. A zero means nobody in this sample, not nobody at the company.
- **The models are ours.** Every classification is read from the composition of a team as it appears on the public record. A firm may organise itself differently from how its titles read, and several will. Every employer in the study is listed at the back of this paper so any reading can be checked against it.
- **Coverage is partial.** Only a subset of employers appear in the CN100 workforce dashboard, so every employees-per-recruiter figure rests on the n printed beside it.
- **Tenure is self-reported** and current at 8 September 2026. Years in role runs from the start of the current title, so an internal promotion resets it.
- **Live vacancies are counts of posted adverts**, including agency and duplicate listings, not verified vacancies. Treat vacancies per recruiter as an indicative load measure.
- **Titles are inconsistent between firms**, so role boundaries are approximate. Only 115 of the 817 titles name a region or division at all and 684 name nothing beyond the role itself, so scope has to be established by asking.
- **Embedded and outsourced resource is not separated out.** One title in 817 names a secondment from an agency, and six employers in the wider dataset are recruitment supply businesses rather than construction employers.
- **Nothing here is a cost.** This paper measures shape and load. What these teams are paid, what they spend with agencies and what proportion of hires they make directly are the questions of the next papers.

THE SERIES

What comes next

This is the first of four papers on in-house talent acquisition in UK construction. Each one takes a question this paper raises and answers it properly.

PAPER TWO · THE ROLES

The five roles in depth: what each one owns, where the boundaries genuinely blur, and how the grading conventions in this market map onto real levels of responsibility.

PAPER THREE · SELF-DELIVERY

When to recruit your self-delivery. Agency spend by team size, the direct-to-agency hire split, and how a function built around live demand absorbs a project win or a loss.

PAPER FOUR · ROUTE TO TA LEADER

How the 65 people running these functions got there: internal against external, years to the first head-of title, and which route into the profession still leads to the top of it.

Four questions we cannot answer from a career record

What the bands actually pay by grade and region. What proportion of hiring budget still goes to agency and PSL supply at each team size. The direct-to-agency hire split, and whether the coverage ratios in this paper predict it. And how a team built around live demand absorbs a project win or a project loss.

If you run an in-house team in UK construction and would answer those four in confidence, we would like to hear from you. Contributors see the findings before they are published, and nothing is attributed to a named firm without permission.

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METHODOLOGY & SOURCES

Where the numbers come from

On accuracy. We have tested this data carefully. Every profile was read individually rather than scraped to a keyword, related entities were rolled up to their parent before any per-employer figure was calculated, and every figure in this paper was recomputed from the underlying records. It will still not be perfect. A study built by reading and coding 817 individual records will carry some inaccuracies, and we would rather say so than imply a precision the method cannot support.

On the source. Everything here comes from publicly available information. Public professional profiles and company career pages are maintained by the people and firms they describe, at whatever intervals suit them, so they can be incomplete, out of date or simply wrong. Where a figure looks wrong for your own business it is likely to be reflecting what the public record says rather than what your team actually looks like, and we would be glad to correct it.

1. Public professional profiles — two saved lists of UK in-house recruitment professionals in construction and the built environment, 817 unique profiles, read individually and captured 7 to 8 September 2026.
2. Construction News CN100 — turnover, profit and margin dashboard, and employee numbers and pay levels dashboard, 2025 edition, extracted 21 August 2026.
3. Live advertised vacancies — counts for 37 CN100 employers, taken by cross-referencing LinkedIn against each company's own careers page so that a role carried in both places is counted once.
4. Twelve-month company attrition rates — talent-pool report covering the same 37 CN100 employers.

THE 150 EMPLOYERS STUDIED

AKT II
Altrad
AmcoGiffen
Amentum
Amey
Aureos
Babcock Rail
Bachy Soletanche
Baily Garner
Balfour Beatty
Barhale
Bechtel
Bethell Group
Bilfinger UK
Black & White Engineering
Bond Global
Bouygues UK
Bovis Construction
Brand Energy & Infrastructure Services
Breedon Group plc
Burns & McDonnell
Buro Happold
BUUK Infrastructure
BW: Workplace Experts
Caddick Group
Carey Group
Central Rail Systems Alliance
Chevron Traffic Management
Civil Works Alliance
Clancy
Coca-Cola Europacific Partners (on behalf of Korn Ferry)
Colas
Costain
CPW
Cumming Group UK & Europe
Cundall
Currie & Brown
Dodd Group
Dornan
DPR Construction
Dragados UK & Ireland
Eiffage Kier
Eiffage Kier Ferrovial BAM (EKFB)
Enerveo
Equans UK & Ireland
Farrans Construction
FCC
FCC Construcción
Ferrovial Construction UK
Fluor Corporation
FM Conway Ltd
Fortem Solutions
FulkersBaileyRussell - Certified B Corp
Galldris Group
Galliford Try
Geobear Global
Gleeson Homes
Glencar
Graham
Great British Energy - Nuclear
Hargreaves Services plc
Hilson Moran
Hilti Great Britain
Hoare Lea
HOCHTIEF (UK) Construction Ltd
Howard Civil Engineering
Ian Williams Ltd
ISG
Jackson Civil Engineering
JN Bentley
John Sisk & Son
Johnston Carmichael Chartered Accountants and Business Advisers
Joseph Gallagher Limited
JRL Group
KAEFER UK & Ireland
KBR
Keltbray
Kier
Kilnbridge
Knights Brown
Lagan Aviation & Infrastructure
Laing O'Rourke
Linesight
M Group
Mabey Hire
Mace
ManpowerGroup
McAleer & Rushe
McCarthy & Stone
McDermott Building and Civil Engineering Ltd
McLaren
McLaughlin & Harvey
MEH Alliance
Morgan Sindall

Mount Anvil
Multiplex
Murphy Geospatial, a Woolpert Company
Murphy Group
NG Bailey
Omexom UK
Parsons Corporation
Pell Frischmann
Phoenix ME
Pick Everard
Reds10
Rider Levett Bucknall RLB
Ridge and Partners LLP
RLB Euro Alliance (part of Rider Levett Bucknall)
Robertson
Royal BAM
RSS Infrastructure Ltd
SACYR UK & IRELAND
Saint-Gobain UK & Ireland
SES Engineering Services
Severfield
Sir Robert McAlpine
Site Recruitment Ltd
Skanska Costain STRABAG Joint Venture
Skanska UK
Spencer Group
Spencer Riley
Statom
STRABAG UK
Systech
Talent Solutions UK
Tarmac
Tclarke
Teach First
Tilbury Douglas
Tony Gee and Partners
Trant Engineering Ltd
TSL
Turner & Townsend
UKR Group
Unibail-Rodamco-Westfield
United Infrastructure Ltd
untypical
VINCI
VolkerWessels UK
Vp plc
VVB Engineering
Walker Sime
Walter Lilly
Walters
Waterman Aspen
Wates
Willmott Dixon
Wills Bros Group
Winvic
WPS

Every employer at which we identified at least one in-house recruitment professional, listed alphabetically. A further seven profiles in the panel of 817 carry no employer and sit outside this list and outside every model figure.

Arcavia Consulting

ABOUT US

Specialist search across design and construction

We are a specialist headhunting firm working across the design and construction market in the UK, Europe and the United States. We publish research because the searches we run depend on knowing this market in more detail than a job description carries.

WHAT WE RECRUIT

PROJECT AND DELIVERY

Project directors, project managers and programme managers across infrastructure, building and major programmes.

COMMERCIAL AND WORK WINNING

Commercial directors and leaders, estimators, planners, bid managers and bid writers.

DESIGN AND STRATEGY

Architects, urban designers and strategic leadership hires for design practices.

OUR RESEARCH

TALENT ACQUISITION

This series, on how UK construction builds and runs its in-house hiring function.

ARCHITECTURE

The AJ100 time series, studio leadership, and a monthly briefing on senior moves across the profession.

CONSTRUCTION

The CN100 turnover, margin and workforce dashboards, read as an eight-edition balanced panel.

Talk to us about how your function is built.

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