

CAPSTONE

RECRUITMENT

Creating opportunities. Building futures.



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CAPSTONE RECRUITMENT

Your success is the foundation of our reputation

Capstone was established in 2009 by experienced recruiters and industry professionals who have worked within the property and construction market since 1997. Our team recruits all types of professionals spanning the property life cycle including all real estate functions, construction & engineering and infrastructure.

We recruit at all levels from recently qualified professionals through to Director level. Capstone's success is a result of strong partnering relationships built over many years within the sector representing candidates and clients from all backgrounds. Capstone's deep industry knowledge coupled with a drive for quality and living and breathing the industry sets us apart.

SERVICES WE OFFER

Contingency & Advertised Selection

Capstone takes a proactive approach to all instructions. We source candidates from direct approaches, our own network, referral schemes and our up to date database. The company's reputation is based on our track record and statistics, ensuring a high quality service to our clients which in turn saves time and effort and frees you up to do your day job! Capstone runs a market leading, quality driven contingency and advertising selection process, exceeding our competitors in every instance. Partnering is fundamental to our success through truly understanding your business and needs.

Freelance Solutions

Capstone understands the importance of offering an interim solution to our clients and candidates across the property and construction market. Representing highly qualified and reliable freelancers is paramount to our business and in turn complements the permanent business. We interview all our candidates before submitting them to clients and fully reference them to ensure the best quality candidates in the market.

Executive & Management Search

The Directors of Capstone have a proven track record in sourcing senior personnel across their core markets in UK, Europe and MENA. The company uses both in-house and external research facilities to undertake full Executive and Management Search on an international basis. The market specialisation of Capstone, and experience of the Directors, offers companies an unparalleled depth of understanding of industry personnel, complimenting the traditional research methodology of Executive Search.

Remuneration Benchmarking

The Group offers companies a methodical and informed approach to remuneration benchmarking. Our team have worked with a number of companies to help attract, retain and manage personnel by offering independent, market determined remuneration advice.

Third Party Business Introductions

Our team at Capstone have successfully introduced parties to each other to undertake joint venture business opportunities within the property and construction sector.



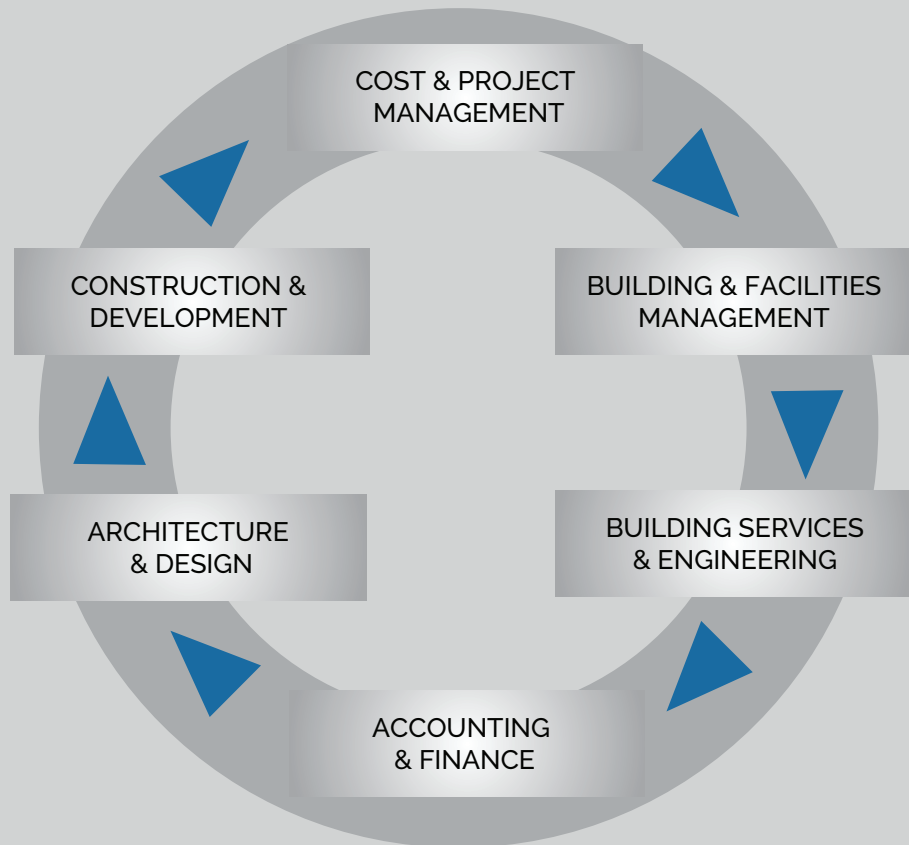
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SPECIALIST GROUP

The company is dedicated to servicing clients within the built environment. The business focus allows all customers the opportunity to experience a personal, informed and superior level of service. The brand is positioned solely across these specialist areas, with the intention of becoming the number one recruitment specialist provider globally.





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SECTORS WE COVER

REAL ESTATE

The Real Estate Division exclusively services the built environment covering funding, investment, surveying, asset management and facilities. Our clients include Real Estate Practices, Developers, Financial Institutions, Property Companies, Funds, High Net Worth Individuals, Banks, Corporates, Retail and Leisure Operators and Blue Chip organisations.

The specialisms we recruit in to include permanent and freelance resourcing across the following disciplines:

- Fund Management
- Asset Management
- Investment
- Property Management
- Lease Advisory
- Valuation
- Agency & Leasing
- Development
- Rating
- Estate Management
- Compulsory Purchase
- Corporate Real Estate
- Real Estate Finance
- Analyst

KEY CONTACTS

Daniah Williams MRICS FNARA, Manager - Real Estate

Daniah is a Chartered Surveyor with considerable experience within the Real Estate Market. Prior to joining Capstone Daniah was an Associate Director at Colliers International (London) specialising in Corporate Recovery, Distressed Assets and Commercial Property Agency. Daniah graduated from Kingston University with a 2:1 degree in Real Estate Management and became a member of the RICS in October 2008. She is also a Registered Property Receiver and became a fellow of The Association of Property and Fixed Charge Receivers (NARA) in October 2010.

Daniah joined Capstone to develop the General Practice business. She focusses on all aspects of recruitment mandates for Global Consultancies, Funds, Propcos, Developers and all end users. Her well established client relationships have been built on her knowledge of the property market through years of practice as a Surveyor, and successful experience as a recruiter which enables her to provide in-depth strategic advice.

Email: daniah@capstone-recruitment.com

Nicole Buckland – Principal Consultant

Nicole joined Capstone in 2016 as a Principal Consultant to specialise within the Real Estate market. After graduating from Newcastle University in Biomedical Science in 2011, Nicole's career has developed over the last 5 years from a graduate recruitment consultant covering the North East UK to a successful Business Manager based in London, where most of her career has been within in a Global Corporate organisation in developing various sectors such as Finance, Housing and Property and Construction. She focusses on all aspects of recruitment mandates for Global Consultancies, Funds, Propcos, Developers and all end users, covering freelance and permanent recruitment.

Email: n.buckland@capstone-recruitment.com

EXAMPLES OF PLACEMENTS

- Senior Asset Manager – Institutional Investment Company
- Senior Associate Valuer – Big Four Accounting Firm
- Development Consultant – Global Property Consultancy
- Property Manager – Family Property Company
- Director – Global Property Consultancy
- Investment Agent – Niche Investment Consultancy





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SECTORS WE COVER

BUILDING CONSULTANCY

The Building Consultancy Division is a highly recognised team of experienced consultants covering all stages of a project from early inception through to completion. The team deliver key members of staff at various levels to developers, consultancies and client side organisations. The specialisms we recruit in to include permanent and freelance resourcing across the following disciplines:

- **Project/Development Management**
- **Cost Management**
- **Building Surveying**
- **Architecture & Design**

KEY CONTACTS

Rob Cawood -Manager Building Consultancy

Originally from Yorkshire, Rob graduated from Newcastle University with a BA Honours degree in Economics in 2012 before relocating to London to commence his career in property recruitment. Over the last 3 years Rob has built up an extensive network within the property industry, which a large client base across the UK have benefited from.

Rob is a senior member of Capstone's building consultancy division and works with a diverse client base including top real consultancies, developers & investors and construction management organisations.

Email: r.cawood@capstone-recruitment.com

Examples of placements

- Senior Development Manager (Commercial Developer)**
- Estates Building Surveyor (Landed London Estate)**
- Head of Building Surveying (Real Estate Consultancy)**
- Director – Building Consultancy (Specialist Building Consultancy)**
- Associate Director (International Real Estate Consultancy)**
- Client Side Building Surveyor (Commercial Developer)**
- Building Surveyor (High End Residential Developer)**



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SECTORS WE COVER

MAIN CONTRACTING AND DEVELOPERS

The Main Contracting Division is made up of a team of consultants delivering members of staff who are involved in projects from preliminary stages up until final account. The team delivers members of staff ranging from entry level to Director level into construction management and main contracting businesses as well as residential developers. The specialisms we recruit in to include permanent and freelance positions for the following disciplines:

- **Project & Construction Management**
- **Quantity Surveying**
- **Design Management**
- **Project & Cost Planning**

KEY CONTACTS

Rob Joslin – Director

Rob Joslin is Co-founder and Director of Capstone Property Recruitment. Rob studied Entrepreneurial Business Management at Oxford Brookes University and after graduating started his career in the corporate team of a major real estate property agency before joining Judd Farris Property Recruitment. Rob worked on the technical team focussing on Project & Development Management recruitment in the UK & Europe. After considerable success in the UK market, Rob progressed into a Principal Consultant role and was responsible for establishing Judd Farris Middle East business. As a result he has spent extensive time in the region recruiting for major developers, consultancies and engineers across all disciplines within property and construction. Rob has over 5 years' experience in both search and contingency recruitment focussed within the property and construction industry, working with consultancies, developers and client side organisations in London and the MENA region.

Email: rjoslin@capstone-recruitment.com

Examples of placements

- Senior Cost Planner – Tier 1 Main Contractor**
- Contracts Manager – High End Residential Main Contractor**
- Senior Quantity Surveyor – Global Hospitality Group**
- Lead Surveyor – Residential Developer**
- Senior Design Manager – Main Contractor**



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SECTORS WE COVER

INFRASTRUCTURE

The Infrastructure Division specialises in the placement of technical professionals across all critical sectors including transport, energy and utilities on a national and international level. The specialisms we recruit in to include permanent and freelance resourcing across the following disciplines:

- **Programme and Project Management**
- **Estimating and Cost Management**
- **Planning and Project Controls**
- **Design Management**
- **Construction and Civil Engineering**

KEY CONTACTS

Matt Cary – Director

Matt Cary is Co-founder and Director of Capstone Property Recruitment. Matt studied Business and Economics at Bournemouth University and after graduating joined an executive search company specialising in senior level appointments within the Construction industry. After several years of successfully placing Director level candidates Matt moved on to join a major property recruitment business, where he enjoyed continued success for several years.

Matt has 10 years experience in both search and contingency recruitment focussed within the property and construction industry, working with consultancies, developers and client side organisations in London and the MENA region.

Email: m.cary@capstone-recruitment.com

Examples of placements

Associate Director – Engineering Consultancy

Senior Consultant – Programme Management Consultancy

Associate Director – Cost Consultancy

Senior QS/Senior Project Manager – Large PQS Firm

Commercial Manager – Main Contractor

Freelance Project Planning Director – Engineering Consultancy

Freelance Senior Estimator – Client Side Rail Operator



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SECTORS WE COVER

FREELANCE

The freelance team offer an interim solution to clients who are struggling in the current competitive market conditions. Freelancers are used for a number of reasons including maternity cover, long term sickness cover, whilst recruiting permanently, for one off projects and on a temporary to permanent basis. Our freelancers buck the traditional stereotype. We offer Consultants who are professional, flexible, able to hit the ground running and highly experienced. All our freelancers are interviewed by our team and references are taken up before we agree to work with them. This is order to ensure we are solving headaches and easing pressures. We operate across the real estate, core buildings, engineering and infrastructure sectors. The specialisms we recruit in to include:

- **Programme and Project Management**
- **Cost and Commercial Management**
- **Estimators**
- **Project Controls and Planning**
- **Building Surveying**
- **Valuations**
- **Property Management**
- **Estate Management**
- **Asset Management**
- **Corporate Real Estate**

KEY CONTACTS

Sarah Davenport - Managing Director

Sarah has been in recruitment since graduating with a 2:1 in Marketing in 2000 and has always specialised in the interim market. In 2003 Sarah joined Judd Farris and set up their interim division from scratch and grew this to cover General Practice, QS, PM and FM sectors across all 4 offices in the UK. After 3 years of running the fastest growing area of the business, Sarah became a Board Director and this allowed her strategic input in to the growth and development of the business. After leaving Judd Farris, Sarah has since run another recruitment business as MD before joining Capstone. Sarah's success boils down to working extremely hard, listening harder and treating people well. The business follows and has led to her achieving real success in her career.

Email: s.davenport@capstone-recruitment.com

Examples of placements

Director of Project Planning – Engineering Consultancy

Lead Estimator – Client Side Rail Operator

Senior Cost Manager (PMO) – Global Real Estate Consultancy

Infrastructure Manager – Client Side Developer

Management Surveyor – Consultancy

Head of Estate Management – Government Organisation

Rail Cost Manager – PQS firm

Project Director – PM Consultancy

Estates Surveyor – Property Company

Senior Property Manager – Healthcare client side organisation



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SECTORS WE COVER

MECHANICAL AND ELECTRICAL

The Mechanical & Electrical Building Services Engineering Division works across the full spectrum a businesses organisation, from recently qualified Apprentices through to Senior Directors, for End-User Clients, Developers, Principal Contractors, Specialist Contractors and Consultancies.

We specialise in all areas of the Mechanical and Electrical engineering field, from Pre-Construction through to Project Delivery and Maintenance, with specialisms including:

- **Mechanical & Electrical Estimating**
- **Pre-Construction Management**
- **Quantity Surveying & Cost Management**
- **Technical/Building Services Management**
- **Project Coordination, Engineering & Management**
- **Contracts Management and Project Directorship**
- **Commissioning Management and QA/QC**
- **Hard Services Maintenance**
- **Critical Environments/Data Centre Engineering**
- **Design Engineering & Management**

Key Contacts

Alex Eeden Bland ^{BEng} – Senior Consultant

Alex graduated with a BEng (Hons) in Mechanical Engineering from Kingston University before spending two years in the industry as an Applications Engineer, working across the industrial and manufacturing sectors. In 2014 Alex joined the recruitment industry, focussed on working with engineering professionals from Management to Director level, and businesses including specialist and Principal contractors, consultancies, developers and client-side organisations.

Email: a.bland@capstone-recruitment.com

Example of Placements

Technical Services Manager – Tier 1 Principal Contractor

Associate M&E Cost Manager – Global Property Consultancy

Senior M&E Project Manager – Biomedical Research Charity

Senior Commercial Manager – Building Services Contractor

Chief Engineer – Luxury Department Store

Critical Environments Director – Data Centre Provider

Global Engineering Director – Facilities Services Organisation



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SECTORS WE COVER

FACILITIES MANAGEMENT

The Facilities Management Division services the full range of industry sectors across the UK and EMEA

We focus on the permanent and freelance recruitment from Apprentice level, right the way through to Senior Directors. Our clients range from Service Providers, Real Estate Consultancies, Developers, Public Sector organisations and all in house recruitment requirements.

Key roles include:

- **Facilities Assistant/Coordinator/Manager**
- **Hard and Soft Service Management**
- **Facilities Management Consultant**
- **Account Management/Director**
- **Property Manager**
- **Front of House/Reception**
- **Help Desk**
- **Moves and Changes**
- **Project Management**
- **Mobilisation**

Key Contacts

Nicole Buckland – Principal Consultant

Nicole joined Capstone in 2016 as a Principal Consultant to specialise within the FM market. After graduating from Newcastle University in Biomedical Science in 2011, Nicole's career has developed over the last 5 years from a graduate recruitment consultant covering the North East UK to a successful Business Manager based in London, where most of her career has been within in a Global Corporate organisation in developing various sectors such as Finance, Housing and Property and Construction. She focusses on all aspects of recruitment mandates for Global Consultancies, Funds, Propcos, Developers and all end users, covering freelance and permanent recruitment.

Email: n.buckland@capstone-recruitment.com

Example of Placements

- Facilities Manager - Manchester, UK Facilities Service Provider**
- Project Manager (M&E) - Global Service Provider for a Corporate Bank Account**
- Facilities Manager - Global Real Estate Consultancy, for a Corporate Software client - Brussels, Berlin, Reading, Manchester**
- Freelance Estates Manager - Manchester NHS**
- Head of Health and Safety UK- Global Real Estate Consultancy**
- Temporary FM, Mailroom Support and Reception - London, Manchester, Reading**
- Head of Accounts Total FM Services North and South- Service Provider**
- Estimator - Service Provider- National Retail Account**
- Service Coordinator - Facilities Service Provider - Midlands**



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REGIONAL BUSINESS WITH INTERNATIONAL AND LOCAL EXPERTISE

Capstone operates within UK, Asia & Australia

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