



Utilities, Power & Telecoms

Technical Recruitment Services for the
UK Utilities, Power & Telecoms Industries

carringtonwest.com

Why Carrington West?

At Carrington West we believe in better.

When we opened our doors twelve years ago, we wanted to do everything that other recruiters did, only better.

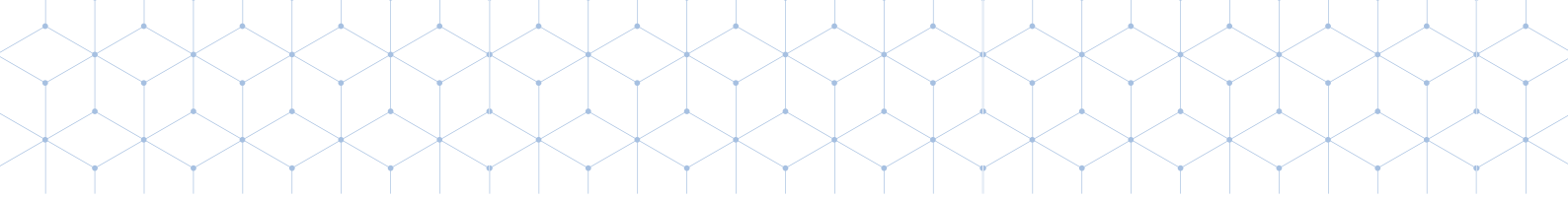
By “being better” at everything we do, we help our clients build the most successful teams and our job seekers navigate their dream careers.

The highest levels of professionalism, customer service delivery and candidate care result in a seamless and positive outcome for our clients.

We are experts in our field. With a better understanding of vertical markets and the unique challenges faced by hiring managers looking for technical talent, the recruitment process is easier, swifter, more cost effective, more time efficient and quite simply, better.

Our employees are the key to our ability to be the best technical recruiters we can be. By placing a focus on learning and development, our high retention levels mean our clients receive continuity of care with a single point of contact over the course of a long-term partnership. Consultants of all levels continuously improve their market and sector knowledge so they can access talent that designs and constructs the UK's built environment.





Sectors & Specialisms



**Building &
Construction**



Property



**Highways, Transport
& Infrastructure**



Rail



Town Planning



**Utilities, Power
& Telecoms**



**Water &
Environmental**

Carrington West is an award-winning recruitment company providing high calibre talent to the UK highways, transport & infrastructure, town planning, property, water & environmental, utilities, power & telecoms, building & construction sector and rail industries. We recruit interim, temporary and permanent professionals from entry to board level across multiple disciplines for private and public sector organisations.

We have grown quickly due to the passion, integrity and excellence of our people who consistently deliver outstanding levels of service so our clients and candidates can achieve their goals. We are active members of the recruitment community striving to improve industry standards as REC members and we have proudly achieved Investor in People platinum status.

Providing the Best Talent for the Utilities, Power & Telecoms Industries

Our team prides itself on honesty, quality and effective delivery of solutions for our clients' recruitment needs. We are here to help you design, build and maintain utilities, power and telecoms projects.

We work with 95% of our clients on a repeat business, preferred or sole supplier basis. Many of our clients have worked in partnership with Carrington West since our team's inception in 2012. We are proud of providing our reliable service year after year. Partnership and continuity of service is of the utmost importance to our team and the cornerstone of client relationships.

Our team has over 50 years of experience working in your sector, ensuring maximum expertise and technical knowledge is offered by our consultants. We are confident that you will know you are talking to an expert during your first conversation with any of our consultants.

Carrington West fosters a radical culture of self-development and continuous training which we believe sets us apart from our competitors. This has led us to become the first-choice recruitment company for many of the UK's leading utilities, power & telecoms companies, design consultancies, main contractors, SMEs and subcontractors.

Our sectors:

- Nuclear & Renewables
- Utilities Project Delivery & Metering
- Telecoms





Our Services, Your Way

Carrington West has built our reputation on supplying hard to find candidates in a timely fashion and supplying more volume requirements with the highest level of professionalism and quality. We supply highly regulated industries and process driven clients to the highest standard and we adapt our service to your needs and technical requirements.

We work with our clients on contingent, approved, preferred or sole supplier agreements and supply candidates UK wide on an interim, temporary and permanent basis.

Nuclear & Renewables

Carrington West support energy companies, design consultancies, main contractors, SMEs and subcontractors across the UK. Recruiting for companies on most of the UK's major projects in power distribution, nuclear and renewable energy.

We are a proud member of RenewableUK; the UK's trade association for renewable energy. Access to this network allows us to be at the forefront of the UK's staffing needs and project pipelines for one of its fastest growing industries. Whether it's wind, solar or energy storage, Carrington West can deliver the results your project deserves.

Power – Design & Consultancy



We recruit within the following disciplines:

- Nuclear Safety Engineers
- Civil Engineers
- Project Engineers
- Mechanical Engineers
- Electrical Engineers
- Process Engineers
- CAD Designers
- ICA / Systems Engineers
- Turbine Design Engineers
- Health & Safety
- Wind Turbine Design Engineers
- Solar Design Engineers
- Project Managers
- Design Managers
- Directors
- P6 Planners
- Estimators
- Quantity Surveyors
- Commercial Managers





Power – Distribution, Nuclear & Renewable Energy

Carrington West are a key recruitment partner for many high-profile nuclear sites such as Hinkley Point, Sellafield and Dounreay. We have fostered relationship with some of the UK's flagship nuclear contractors and consultancies in both public and private markets.

Construction Delivery & Maintenance

We recruit within the following disciplines:

- Nuclear Commissioning Engineers
- Nuclear Process Engineers
- Nuclear Process Operators
- Nuclear Safety Engineers
- Electrical Engineers
- Mechanical Engineers
- Project Engineers
- Civil Engineers
- Site Engineers
- Systems Engineers
- ICA Technicians
- Planners
- Health & Safety
- Wind Turbine Technicians
- Solar Technicians
- Electricians
- Mechanical Fitters
- Supervisors
- Site Agents / Managers
- M&E Supervisors
- M&E Site Managers
- Project Managers
- Directors
- Quantity Surveyors
- Estimators
- Commercial Managers

Utilities Project Delivery & Metering

Carrington West pioneered recruitment in SMART metering and have been a household name for leading organisations since 2012 mobilising upwards of 500+ SMART metering engineers for our clients to date.

We have long standing relationships with leading energy providers, contractors and subcontractors. We cover the whole of the UK providing our clients with an excellent service, which has led to us being the top performing agency for our main clients.

Carrington West have an unrivalled network of qualified engineers, whether it be a qualified medium/high pressure gas engineers, or a 3 phase/CT qualified electrical technician. Carrington West have the solution to deal with the unique specialist requirements in your sector. We are proud to be a leading supplier for national metering contracts operating in domestic and commercial markets across the UK.

We recruit within the following disciplines:

- Dual Fuel Meter Engineers
- Auditors
- Gas Meter Engineers
- Trainers
- Electric Meter Engineers
- Schedulers
- 3Phase Meter Engineers
- Field Managers
- CT Meter Engineers
- Operations Managers
- Commercial Meter Engineers
- Directors
- Meter Readers
- Commercial Staff





Telecoms

Carrington West are renowned as a market leader in the UK telecoms sector. We work in partnership with major network providers, tier 1 contractors, SME's & subcontractors. We supply staff for new build, upgrade and maintenance of the copper, fibre and mobile networks as well as data centre and network engineering.

We recruit from entry level all the way through to directors and within the following disciplines:

- Fibre Splicers
- Supervisors
- Site Managers
- Civil Engineers
- Data Cablers
- Network Engineers
- Repair & Maintenance
- Design Engineers
- Design Managers
- Planners/Schedulers
- Surveyors
- GIS
- Project Managers
- Directors
- Quantity Surveyors
- Estimators
- Commercial Managers
- Directors

Meet the Team

Alex Kerr Director

Alex Kerr is a co-owner of Carrington West and has led an impressive career as Director of the utilities, power & telecoms division providing effective and reliable recruitment solutions that help clients deliver major infrastructure projects across the UK. He specialises in both permanent and contract recruitment and has an unrivalled track record with utility companies, tier 1 & 2 contractors and global consultancies. He prides himself on long term relationships with high profile clients based on trust & delivery. Alex is an authentic recruitment professional who always works to the highest possible standard.

alex.kerr@carringtonwest.com
023 9387 6001



Kent Streek Department Manager

Kent has been a specialist recruiter in the utilities sector since 2013 working with clients across multiple disciplines. He also leads a team of dedicated utility, power and telecoms consultants, passing on his industry knowledge and recruitment best practise. His work ethos matches the company values of passion, excellent and integrity and he is an active member of the utilities industry, frequently attending events including the People in Power Awards, held by The National Skills Academy.

kent.streek@carringtonwest.com
023 9387 6009



Meet the Team

Jack James Principal Consultant

Jack is a Principal Consultant working with telecoms professionals. He is responsible for placing permanent candidates within project delivery in the UK. He is passionate about providing an exceptional service to both his clients and candidates, using industry knowledge to advise and build long term relationships. Jack began his career at Carrington West as a resourcer with the utilities, power & telecoms team where he developed his recruitment skills by undertaking extensive market research, producing insights on talent movement and skills in demand as well as sourcing ideal candidates for the team's clients.

jack.james@carringtonwest.com
023 9387 6036



Ryan Williamson Lead Consultant

Ryan is Lead Consultant in the utilities, power and telecoms team with a specific focus on the renewables, transmission/distribution, multi-utilities and utility metering markets. He works with contractors and consultancies on temporary and fixed term positions of all levels across the UK. In his leadership role, Ryan has helped the team to build a reputation for excellence in the utilities and power market. He is a consummate professional and through his hard work and dedication he has built an extensive candidate network across the country. Ryan is a leading recruiter in his field and was awarded "Highly Commended" in the Global Recruiter awards, 2021.

ryan.williamson@carringtonwest.com
023 9387 6019



Mario Fourie Senior Account Manager

Mario is an Account Manager working with organisations in the utilities sector across the UK. He plays a major role in maintaining and building relationships with leading utility and water providers and is the main point of contact and co-ordinator facilitating the supply of talent of all levels. Through his commitment to this role, he has helped Carrington West develop and improve service delivery through implementation of operational efficiencies and industry best practice.

mario.fourie@carringtonwest.com
023 9387 6012



Meet the Team

Richard Walker Consultant

Rich is a Consultant working in the energy, power and utilities sectors, working with clients to source candidates for permanent positions. He takes pride in providing a fully consultative service and has grown a strong client base across his chosen markets, with a reputation for building lasting relationships. Having started his career as a resourcer within the utilities team, Rich developed his market knowledge and passion for providing exceptional candidates across a range of industries.

richard.walker@carringtonwest.com
023 9387 6023



Ann-Marie Kelley Associate Consultant

Ann-Marie is an Associate Consultant in the power & utilities team, with a specific focus on the renewables, smart metering, and multi-utilities markets. She works with contractors and consultancies on temporary, fixed term and permanent positions of all levels across the UK.

ann-marie.kelley@carringtonwest.com
023 9431 4916



Meet the Team

Theo King Consultant

Theo is a Consultant in the power & utilities team, specialising in working with clients and candidates specifically in power generation. He works with a wide range of organisation across the UK with a focus on nuclear & renewable energy. Theo is an excellent communicator and prides himself of delivering a high level of service and candidate care.

theo.king@carringtonwest.com
023 9387 6037



Ash Foroozandeh Consultant

Ash is a Consultant in the power & utilities team, specialising in working with clients and candidates specifically in power generation with a focus on nuclear & renewable energy. Ash brings extensive experience in relationship management and customer care, always striving to fully understand how organisations' recruitment needs can be best served. He heads up all permanent recruitment within the power generation team.

ash.foroozandeh@carringtonwest.com
023 9431 4784



Testimonials

"I have experienced a lot of agencies overpromising and under delivering but I was genuinely impressed by Carrington West's service and delivery. Since our first dealing Carrington West **they have successfully placed over 250 utilities professionals**. Due to the service and consistency we have agreed to work with them exclusively on a number of future positions."

Operations Manager, Global Consultancy - Utilities

"Since 2015 Carrington West have made over 40 successful placements into my team and have played a part in growing my team to the size it is today. They are a key resourcing partner and have made many key placements. Carrington West have proved themselves to have a strong network of talent and they are excellent with regards to compliance, something that is of the utmost importance to my area of the business."

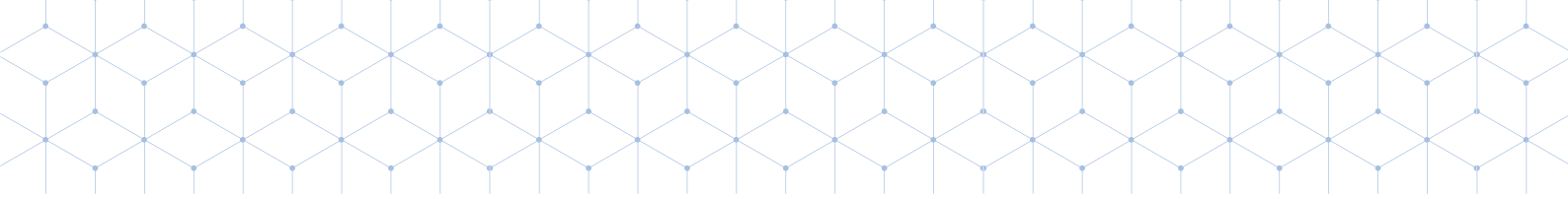
Contract Director, Tier 1 Contractor - Utilities

"...even during our early interactions it was clear **Carrington West is a highly motivated, skilled and capable company**, but moreover they are willing to embrace new ideas... their proactive approach to developing our relationship and well-considered suggestions led quickly to some much needed changes. Their granular understanding of the sector coupled with innovative ideas meant these changes delivered improved results almost instantly."

Head of Field Services, SMART Metering Company

"Carrington West has been very open and consultative throughout the time I have worked with them. **They always exceed expectations, have been very flexible with our needs and always seek to solve any problems** we have with resourcing. I would highly recommend Carrington West as a technical agency."

Compliance Manager, Tier 1 - Utilities



Best Practice & Supply Chain Confidence

The industry sectors we operate in are highly regulated, so a number of standards and accreditations are required for us to operate as part of the talent supply chain. Our dedicated compliance team work with our clients, candidates and consultants to ensure we meet and exceed the criteria required to maintain the highest possible standards in all industry sectors.

INVESTORS IN PEOPLE®
We invest in people Platinum

REC
Professional Member



THE SUNDAY TIMES
Best Places to Work 2023
MEDIUM COMPANY

disability confident
EMPLOYER

Services

Specialist Technical Recruitment

For over a decade, we've been working with businesses, large and small, to attract outstanding permanent and contract talent. Our focused approach and specialist knowledge enables us to quickly get to know your specific business needs and find you the top people.

Payroll Management

We are able to offer you a payroll solution encompassing contingent worker on-boarding, compliance management, supplier auditing and management and consolidated invoicing and reporting.

Market Intelligence

As recruitment specialists with a huge amount of experience within technical sectors, we can provide you with detailed market insight which can help inform your recruitment strategy. We speak with thousands of specialist candidates every week while also attending industry events and having strong bonds with industry partners providing detailed insights to skills markets.

Executive Search

We have significant experience and success in identifying the very top talent for Senior / Director level appointments within your business. Working exclusively with you, on a contingent or retained basis, we are able to map the market using our extended network and advanced resources to identify the very top talent for your requirement, including candidates that are not proactively job seeking.

Account Management

We manage the full recruitment cycle working closely with senior management to ensure our clients meet all their recruitment requirements. This service would also include monthly or quarterly account reviews.

Talent Attraction Services

Our talent attraction service is a marketing solution designed to develop and communicate your 'employer brand' positioning, enhancing the perception of your organisation as an employer and attracting highly skilled candidates. Our sector specific consultants make use of the high number of candidates visiting our website and social media channels each month to ensure that your brand and roles stand out to our audience.

IR35 Solutions

Our highly trained and knowledgeable consultants have been supporting our clients to help manage IR35 within their non-permanent workforce within both the public and private sectors. We are able to advise on policies and process which will ensure upmost compliance and protection.

Retained Search

We are able to offer bespoke retained search services whether for single highly skilled or high level roles, through to focused recruitment campaigns or specific projects. When carrying out retained search for our clients we offer customised advertising and dedicated consultants, with a 100% success rate.



Carrington West Ltd

Portsmouth HQ
Building 1000
Lakeside North Harbour
Western Road
Portsmouth, PO6 3EN
t: 02393 876 000
e: info@carringtonwest.com

London

Holborn Gate
330 High Holborn
London, WC1V 7QH
t: 0207 406 7582

Birmingham

The Colmore Building
20 Colmore Circus
Queensway
Birmingham, B4 6AT
t: 0121 262 4156

Manchester

76 King Street
Manchester, M2 4NH
t: 0161 817 5023