

The Carrington West logo features the word "carrington" in a lowercase, sans-serif font, followed by the word "west" in a similar font but enclosed within a white, semi-circular shape that resembles a stylized drop or a partial circle.

carrington west

# Town Planning

Technical Recruitment Services for  
the Town Planning Industry

[carringtonwest.com](http://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.

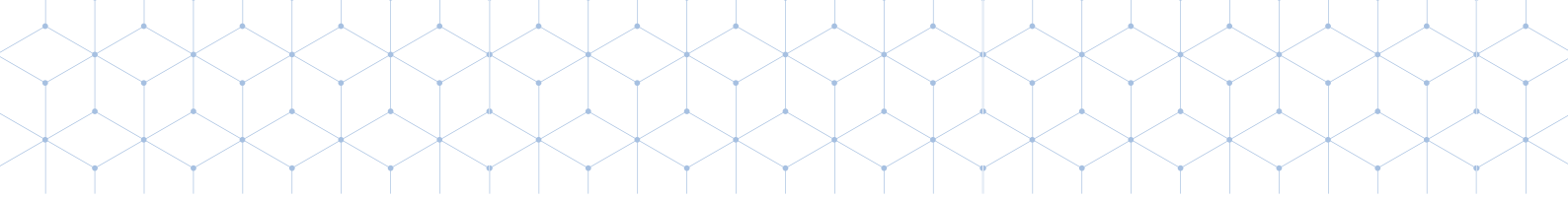
By “being better” at everything we do, we help our clients build the most successful teams and our job seekers navigate their dream careers.

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

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**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.

# Planning the Future

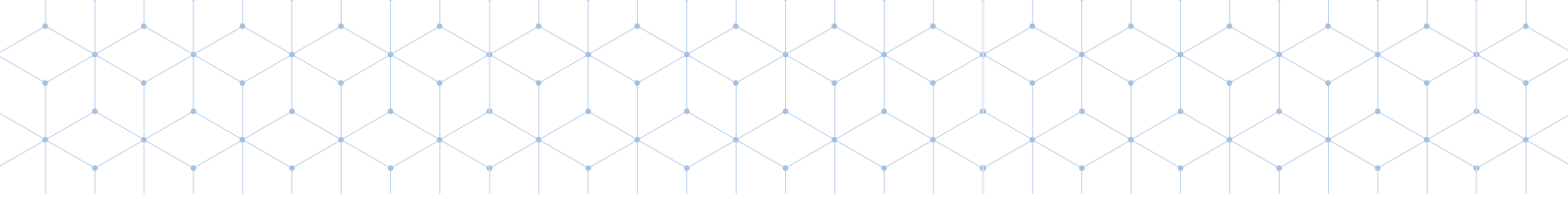
Our dedicated national [town planning](#) recruitment team service cross-sector organisations such as local authorities, private SMEs, multidiscipline consultancies and developers. We supply town planning professionals from graduate through to executive and director level, in both a permanent and interim capacity. The town planning team are one of the largest and best in the country. In 2022, they were shortlisted for the prestigious REC Awards as "Recruitment Team of the Year".

Over a year we typically help over 120 private and public sector organisations build and shape their town planning teams. Our consultants are industry sector specific and are known as true thought leaders within the town planning market.

Our philosophy at Carrington West is to train and retain the very best market leading recruitment consultants within the UK so our clients benefit from the very best service levels, receive the best market intelligence and access the best talent.

Carrington West has been voted twice as the "Best Recruitment Company in the UK to Work For", mainly due to our 93% staff retention rate. Your consultant at Carrington West has typically operated within town planning far longer than our competitors, ensuring consistency of service and one point of contact for all your hiring needs.





# Skills Covered

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We work with our clients on a contingent, preferred, and exclusive basis, offering holistic resourcing solutions throughout the recruitment process placing candidates with the following skill sets:

- Development management
- Planning policy
- Planning enforcement
- Planning conservation & heritage
- Urban design
- S106 / CIL
- Building control
- Regeneration
- Economic development
- Land charges
- Minerals and waste
- Planning administration
- Planning monitoring
- Arboriculture

# Partnerships & Industry Involvement

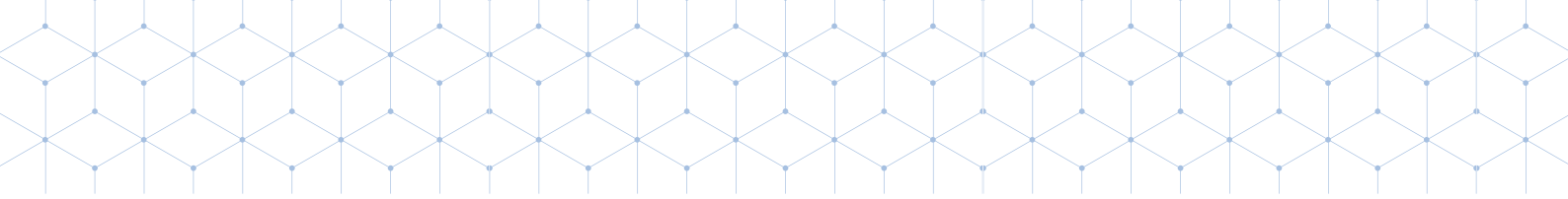
Industry knowledge and participation is key to us understanding the hiring landscape and any challenges you face. By using Carrington West your organisation gains a recruitment partner that is a true stakeholder within the planning sector and best placed to advise on everything from salary trends to skills in demand. We have partnered with the RTPI on producing market insight reports and conducting seminars for their members as well as attending, planning and hosting our own networking events.



**RTPI**

Royal Town Planning Institute





# Executive Search & Senior Appointments

The Carrington West town planning team offers a full complement of recruitment services to suit your hiring requirements. Whilst many of our clients will be familiar with our temporary, contract and permanent solutions, you may not be aware that we also offer executive search services for senior level appointments.

We work on a contingent or retained search basis and can offer access to the most senior planners across the UK, whether they are actively seeking a new role or not. We source professionals using our own research resources, including our extensive in-house database, access to external subscribed market intelligence and our specialist town planner consultant networks.

Why should you use Carrington West for your senior level appointments?

- Contingent or retained pricing
- Interim or permanent
- Confidential & discrete
- Talent mapping & intelligence
- Salary surveys & benchmarking
- Team acquisition
- Succession planning

If you would like to know more about any of our executive search services please contact us today:

[planning@carringtonwest.com](mailto:planning@carringtonwest.com)  
023 9387 6096

# Meet the Team

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## Simon Gardiner

### Director

Simon is a Director of the town planning team. He is an experienced recruitment leader and co-founder of Carrington West. He was recognised nationally early in his career as the UK's "Best Interim Recruiter", voted by the REC, in the industry's governing body. He is one of three of our management team of seven to have won this award, a record for any recruitment company anywhere in the UK. Simon began his career with an international technical recruiter before leaving to set up Carrington West and building the town planning team, which was shortlisted in 2022 for "Recruitment Team of the Year" in the REC Awards. Simon has a Business Management Degree from University of Portsmouth Business School.

[simon.gardiner@carringtonwest.com](mailto:simon.gardiner@carringtonwest.com)  
023 9387 6020



## Kevin O'Shea

### Department Manager

Kevin is a Department Manager providing interim and permanent solutions for local council planning departments across the UK. He has built and developed strong relationships through his industry knowledge and dedication to providing outstanding levels of client and candidate care. Before joining Carrington West, Kevin started his recruitment career at a large recruitment consultancy on the South Coast where he became a certified recruitment consultant and a member of the Recruitment & Employment Confederation (REC). Having successfully placed town planners from graduate to director level across all disciplines, Kevin has a stellar reputation in the industry and is the go-to consultant for his clients' town planning vacancies. Kevin holds a degree in Sports Science from University College Chichester.

[kevin.oshea@carringtonwest.com](mailto:kevin.oshea@carringtonwest.com)  
023 9387 6034





# Meet the Team

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## Ben Hitchman

### Team Leader

Ben is a Team Leader in the town planning team providing interim and permanent solutions for local council planning departments across the UK. Over the course of his recruitment career he has built and developed strong client and candidate relationships in planning departments across the UK. Ben is a certified recruitment consultant and a member of the Recruitment & Employment Confederation (REC). Before joining Carrington West, Ben had a successful career in the police force where he developed the analytical, communications and interpersonal skills he uses in recruiting today.

[ben.hitchman@carringtonwest.com](mailto:ben.hitchman@carringtonwest.com)  
023 9387 6027



## Cameron De Wit

### Lead Consultant

Cameron is a Lead Consultant in the town planning team where he works with local authority and private sector organisations to supply permanent and interim recruitment solutions. He has access to a nationwide talent pool and his sector knowledge is particularly in-depth with a focus on the skills and operating environment of development management planners, policy planners, planning enforcement specialists, regeneration planners, urban designers & conservation planners. Cameron is a leading recruiter in his field and in 2022 he was recognised by Global Recruiter magazine as the top temporary consultant in the UK.

[cameron.dewit@carringtonwest.com](mailto:cameron.dewit@carringtonwest.com)  
023 9387 6014



## Krishan Adams

### Lead Consultant

Krish is a Lead Consultant providing permanent recruitment solutions to private sector companies and local authorities. As a result of his strong relationships with clients and candidates he was the ideal choice to spearhead the team's permanent desk. He works predominantly with planning consultancies and practices across the UK.

[krishan.adams@carringtonwest.com](mailto:krishan.adams@carringtonwest.com)  
023 9387 6041



# Meet the Team

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## Ben Rose

Senior Consultant

Ben is a Senior Consultant working with clients and candidates in local authorities. He provides interim town planning professionals of all disciplines. Ben has quickly built his network within the sector and has developed an in-depth understanding of the challenges and opportunities town planners face in their everyday roles so he can help recruit the specialist skills that are needed. Prior to joining Carrington West, Ben gained useful business experience developing and utilising his customer service and management of project-based caseloads in the financial services industry.

[ben.rose@carringtonwest.com](mailto:ben.rose@carringtonwest.com)

023 9387 6022



## Liam Shea

Consultant

Liam is a Consultant, providing recruitment services for town planning candidates and clients working in local authorities. He is focused on building long lasting relationships with clients as well as supporting candidates throughout the recruitment process.

[liam.shea@carringtonwest.com](mailto:liam.shea@carringtonwest.com)

023 9387 6079



## Tullula Farrell

Senior Consultant

Tullula is a Senior Consultant working with clients and candidates providing town planning permanent recruitment solutions to private sector companies and local authorities. She has a number of years of experience in recruitment having worked within the private healthcare industry focusing on adult health and social care. She prides herself on developing new and existing relationships with clients and candidates and delivering an outstanding service.

[tullula.farrell@carringtonwest.com](mailto:tullula.farrell@carringtonwest.com)

023 9387 6021



# Meet the Team

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## Jayden Papy

Associate Consultant

Jayden is an Associate Consultant in the town planning team. He works with town planning candidates providing recruitment solutions to local authorities and private sector companies. Prior to joining Carrington West, Jayden worked within the teaching industry as a PE teacher, alongside finishing his university degree at Solent University in Southampton. He prides himself on his relationship building skills and delivering top tier service to all partners.

[jayden.papy@carringtonwest.com](mailto:jayden.papy@carringtonwest.com)

023 9431 4912



# Testimonials

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"I use Carrington West to source town planning professionals for me whilst on assignment at my current contract. They have been prompt and effective in securing candidates which have suited our requirements very well. **They are specialists within a sector** that is sometimes a tricky market to source people, as it is candidate short. My consultant is easily contactable and responds promptly. The rest of town planning team are also prompt and efficient in responding if my consultant cannot respond immediately."

**Development Management Manager, Midlands Local Authority**

"I can confirm that our consultant has always been extremely helpful when I have needed his assistance in recruiting to vacant posts within our local authority. He is **extremely thorough when placing candidates** and I feel that he always goes above and beyond to ensure that we get the right candidate for the right post."

**Planning Manager, North West Local Authority**

"My Carrington West consultant is the most exceptional and adroit recruitment specialist I have ever dealt with. He not only has the people skills required for his work but when it comes to town planning he has **professional expertise, awareness and knowledge of the sector** throughout the UK. I cannot recommend him more highly."

**Policy Manager, London Borough Local Authority**



# 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



# Services

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## 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.

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## 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.

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## 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.

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## 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.

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## 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.

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## 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.

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## 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.

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## 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.

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