



New Year, New Career?

RGB Recruitment, providing consultative and contemporary solutions to all construction disciplines.



These are our **Top Tips** for getting it right with a stress free search.

1. Understand your motivators: What are your priorities? What's important to you? It's vital to understand why you are starting this journey and exactly what you want and need from a job move. It might start as one issue but once you start thinking about it, could be a number of things you are looking to achieve. Make a list and try to avoid any propositions that don't tick your boxes.

2. Content is key: Take some time preparing your CV. Think about the layout, presentation, content and always spell check! Hirers spend between 5-7 seconds reviewing a CV so make sure the first page counts. The relevant information needs to be clear and ideally on the first page.

3. How serious are you? Before sending your CV making applications and contacting agents, are you ready for a move? Many people go through rigorous job search and recruitment process only to be offered better terms with their current employer. Be open and professional with your employer, if you have a good relationship, give them the opportunity to put a solution in place.

4. Pick a good agent: Recruiters are looking for best fit for their candidates that they are representing. The most effective way to do this is to endeavour to secure the right role for the right individual taking into account the culture, career opportunities, long term security, benefits and flexibility offered by each client we work with.

5. Don't delay, do it today! If you are looking for a change give us a call today!

Meet the consultants

Jason Johns



Jason joined the team in January 2022 as a Trainee Consultant, running our Civil Engineering Design and Transport Planning desk. He has quickly gotten to grips with his discipline and was delighted to hit his first yearly target. Out of the office Jason lives and breaths rugby, playing on the wing for Cullompton RFC.

Guilty pleasure: Glee

Sophie Randle



Sophie started her life at RGB as a Trainee Consultant, now 6 years in she has made her way to Principal and now heads up our Architecture division. Outside of work Sophie has a passion for walking Formula 1 and "Tigger" the cat.

Guilty pleasure: Nigella Lawson.

Matthew Lovegrove



Matthew's RGB career recently turned nine years old! He is now a Principal Consultant and has steadily become arguably the region's leading Building Surveying, cost and project management recruiter. Matt is a huge fan of British cinema and spending time with his wife and two children.

Guilty pleasure: Loves Below Deck



Current market trends

- Graduate Salaries: 2022 saw a resurgence in Graduate recruitment which is still going strong, something which had certainly dipped since the first year of the pandemic. One point of note is the salaries for Graduate Civil and Structural Engineers. We have seen larger international consultancies sometimes advertising close to £30,000 for Graduates with no industrial experience making it very difficult for smaller independent firms to compete.
- Working from home: We think this one's here to stay, the most common hybrid working policy seems to be a 2/3 home office split however, some businesses are offering full home working and others none at all. The general consensus as far as candidates are concerned, is that many wouldn't consider a role where home working wasn't an option. We recently conducted a LinkedIn poll on work motivators, this came out in favour of financial reward over flexibility which was in contrast to a similar poll conducted in 2020.

Client interview with forecast/market conditions

We recently spoke with a Director of an established and well respected structural engineering consultancy in the Bristol area. Whilst they admitted that their workload has indeed dropped, this was more of a relief than a concern. They felt it was important to view these things in relative terms.... During the course of 2022 they often found themselves at breaking point with staff struggling to keep up with concerns work quality might start to slide. "We were working at 150% of our capacity and we're now down to 120% with no signs of a slowdown and still very much in need of staff".

So whilst it may be all doom and gloom in the news, with talk of recession, as far as construction is concerned this might not always directly result in the industry wide disaster many have been lead to fear. The week before Christmas saw our biggest "new jobs in" week of the year. I'm sure we can all agree, you don't have to be from the London School of Economics to know that if you're struggling for work you probably wouldn't be hiring. 2022 saw a influx of Graduate recruitment which is still going strong, something which had certainly dipped since the first year of the Pandemic.



Of white collar temp placements run longer than anticipated.

4/5 Jobs comes from repeat business

Charity update



2022 was a fantastic year and a huge achievement for our charity committee whose members include Matt, Sophie, Emma, Laura and Sam. On top of their demanding full time recruitment roles they raised just over **£6,000** for Force Cancer Charity!

We're delighted to say that we are once again supporting this vital cause in 2023! We've got big plans for this year which include: a 20 mile walk , a pub quiz night and auction, plenty of volunteer mornings and a summer sports tournament!

Salary bands

Graduate Structural or Civil Engineer

£23,000▶ £28,000

Newly Qualified Part III Architect

£32,000▶ £36,000

Site Manager

£45,000▶ £60,000

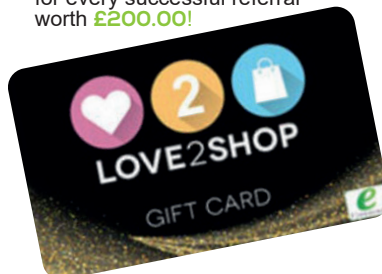
Client and candidate feedback

I was contacted by Emma from RGB regarding an administrator post; one that I felt was way above my skill set and definitely way above my confidence. I would work for RGB again in a heartbeat. Thank you everyone, one of the best employment agencies ever!!!!

Great experience all round. Having only been in contact with RGB for a fortnight, Jason helped me to secure my first job a week after finishing my final university exam. Highly recommend!

Referrals

Have you seen our referral scheme, Refer and Earn! Spread the word across your network & earn £200 in LOVE2SHOP LTD vouchers for every successful referral worth **£200.00!**



HOT JOBS

Assistant Planner – Bromsgrove

Working for a principal contractor
£35,000 - £40,000 + Package

Chartered Structural Engineer- Gloucester

A chance to run your own consultancy as part of a wider group
£55,000 - £70,000 + Shares

Architectural Technician- Plymouth
Varied and high profile local projects
£28,000 - £35,000