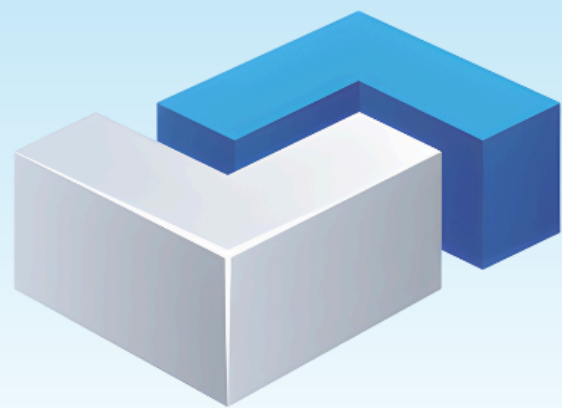


Candidate Search and Selection Process and Fee Proposal



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Construction • Trust • Integrity

Who We Are

With over twenty years of experience, Lechley has emerged as a prominent leader in the construction recruitment sector. Our extensive tenure has facilitated the development of enduring partnerships with a wide range of construction companies, including major developers and specialised contractors. This, in turn, has allowed us to cultivate a comprehensive network of highly skilled professionals across various construction disciplines.

Our in-depth market involvement has allowed us to collaborate with a diverse array of industry experts, thereby enhancing our capacity to identify the critical human factors that contribute to project success. Partnering with Lechley Associates signifies a strategic alliance with an organisation renowned for its exceptional expertise in sourcing construction talent, both domestically and internationally.

(01)

WHO ARE WE:
OUR METHODOLOGY

THE SEARCH PROCESS:
OUR PROCESS

THE SERVICES WE OFFER:
OUR SERVICE

THE VALUE WE BRING:
OUR COSTS

**CANDIDATE SEARCH AND
SELECTION**
WHAT IS THE DIFFERENCE?

THE PORTFOLIO OF SUCCESS:
OUR WINS



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The Search Process: Our Method

(02)

In short, our comprehensive search process entails:

Job Briefing: Taking a full job briefing from yourself and anyone else involved in the process.

Behavioural Survey: Completion of the job behavioural survey by yourself and any other stakeholder involved in the hiring process.

Client Briefing Pack: Production of a client briefing pack to be shared with all potential applicants whom we invite to be considered for shortlisting.

Market Research & Long List: Extensive market research to identify potential candidates and the production of a long list of potentially suitable candidates.

Benefit: You will benefit from our existing network and knowledge built up over many years of candidates at different levels, in different geographical locations, with varying skill sets and behaviours. On some assignments, we will also engage third-party researchers to ensure we cover the entire market and to provide the best approach for your individual needs.

Initial Screening: Initial screening of the 'long-list' of candidates to further research technical skills, ambition, and cultural and personality fit against the role brief and profile.

Competency Questioning: Competency questions and responses are included as a set with you, or which we will set; these can be provided by text or a recording of our video interview with questions and responses.

In-depth Interviews: In-depth interviews, over the phone, Face to Face, or via Teams and Zoom, with those candidates selected by us to engage with for the role.

Behavioural Profiling: Behavioural profiling of all shortlisted candidates which will be compared to the Job survey produced by yourselves to ensure a behavioural fit.

Candidate Briefing Packs: Production of candidate briefing packs for shortlist submission.

Shortlist Presentation: Presentation of the final short-list with detailed candidate overviews, CVs, competency interview responses, and behavioural profiling.

Services We Offer

A Flexible Recruitment Timeline Designed for You

Below is our standard recruitment timeline, designed for efficiency and thoroughness. However, we're committed to working at your pace, so we can adjust the process to perfectly match your requirements, whether you need to speed up or slow down.

Weeks 1-2: Building Your Talent Pool

We kick off with in-depth research and extensive networking, creating a robust longlist of highly suitable candidates. We then conduct initial screenings to ensure we're focusing on individuals who are a close fit for your needs.

Weeks 2-4: Identifying Top Talent

Our team conducts virtual, in-depth interviews with the most promising candidates. You can expect a curated shortlist of top talent to be presented by the end of Week 4.

Weeks 4-6: First Impressions

Your opportunity to conduct initial interviews with the shortlisted candidates.

Weeks 6-8: Deeper Dives

This period is set aside for second interviews, allowing for a more comprehensive assessment.

Weeks 8-10:

Securing Your Ideal Candidate We manage the offer negotiation process, facilitate the candidate's notice period, and finalise the appointment date, ensuring a smooth transition.

(03)



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Pricing & Value Proposition

(04)

Pricing & Value Proposition

Our approach offers a fully transparent partnership dedicated to hiring the right individual, focusing on screening out vs. screening in.

Retained Progress Payments

Our retained search fee is 25% of the full compensation package, payable in three stages:

- A third upon the start of the assignment and agreement of the job outline and market search.
- A third on acceptance of the interview shortlist.
- A third on the start date of the successful candidate.
- Please see attached terms.

Key Benefits of Our Service:

- Comprehensive Data: Longlist data with local and national talent and competitor insight.
- Advanced Screening: Online competency questioning and candidate video screening.

Extended Candidate Retention Guarantee:

- Over 90% of new employees recruited using the Lechley Associates Search methodology are with the same employer after a minimum of 12 months.
- If either you or the candidate are not completely happy after 3 months, we will endeavour to find a new replacement free of charge, or if you would prefer, we will return your final stage fee payment.



The Difference Between Contingency and Retained Search



The Two Main Approaches to Talent Acquisition

There are numerous avenues to secure new talent, but the two most prevalent methods are contingency recruitment and retained search. Contingency recruitment involves a company engaging a recruiting firm to source candidates who align with the company's specified qualifications. In this model, the company incurs no cost unless a qualified candidate is successfully placed. Conversely, a retained search involves a company hiring a headhunter to identify and secure a specific individual for a particular role. The company compensates the recruiter up to 30% of the employee's first-year salary as a fee, irrespective of whether the candidate is ultimately hired. This distinction raises a crucial question: what exactly differentiates these two approaches?

Key Distinctions in Candidate Sourcing

The fundamental difference between contingency recruitment and retained search lies in their candidate acquisition strategies. Contingency recruiters cast a wider net, seeking any qualified candidates, whereas headhunters meticulously focus on identifying a specific individual. Headhunters typically possess access to a more extensive and exclusive talent pool, as their objective is to pinpoint top-tier professionals within their respective fields. Consequently, companies opting for retained search generally incur higher costs compared to those utilising contingency recruiters.

Advantages of a Retained Search

Despite the potentially higher investment, engaging in a retained search offers several distinct advantages over contingency recruitment. Firstly, due to their precise focus on specific qualifications, headhunters demonstrate a superior ability to unearth high-calibre candidates. Secondly, the commission-based structure of headhunter compensation provides a powerful incentive for them to identify the absolute best possible candidate for their client. Lastly, the comprehensive effort involved in retained searches, which often includes the recruiter cultivating relationships with both companies and prospective employees, signals a company's serious commitment to the hiring process and its willingness to invest in securing the ideal individual.

Strategic Considerations for Your Hiring Needs

In the fast-paced world of business, time is a valuable commodity. When the need to fill a new position is urgent, contingency recruitment can be the optimal choice, given that multiple recruiters often work concurrently on a single vacancy. However, if your company has a precise candidate profile in mind or requires individuals with highly specialised qualifications, a retained search may prove to be a worthwhile investment, as headhunters dedicate their efforts exclusively to filling your specific position. A clear understanding of the nuances between these two recruitment methodologies can ultimately lead to significant long-term savings in both time and financial resources for your company.

(05)

Scott Lechley

YOUR CONSTRUCTION RECRUITMENT EXPERT



Scott Lechley is a recruiter with over 20 years of professional and executive search industry experience, having spent the last two decades focusing exclusively on talent acquisition and recruiting, nationwide and internationally, for seasoned professionals in the Construction sector (Civil Engineering, Marine, Infrastructure, Rail, and Water).

Scott has successfully completed hundreds of recruitment projects that involved senior-level individual contributors through C-level executives, with particular emphasis on Commercial Directors, Operation Directors, CEO's, HR Directors, and other hard-to-fill opportunities.

An enabler of relationships that have resulted in quantifiable goodwill for his constituency, he is recognised by clients, candidates, and colleagues for routinely creating value through a robust network and deep industry perspective. Prior to working within construction recruiting, he spent time as a commercial manager within the construction industry. This is a relatively uncommon background within the sector, and this breadth of business knowledge enables Scott to understand the recruitment process in a much larger context than just the placement of a single individual. It's about a business investing in its growth and mitigating risks.

In addition to actively volunteering, Scott is involved in the redevelopment of the local Sports Club. He also enjoys cycling and has recently completed a ride from Lands End to John O'Groats.

Portfolio of Success

SKANSKA

 **HOCHTIEF**

**Sir Robert
McALPINE**

 Hackman
Capital
Partners

 **LAING O'ROURKE**

 **KIER**

Balfour Beatty

 **bam**

 **BESIX**

MCLAREN

**MORGAN
SINDALL**
GROUP

 **COSTAIN**

 **Boskalis**

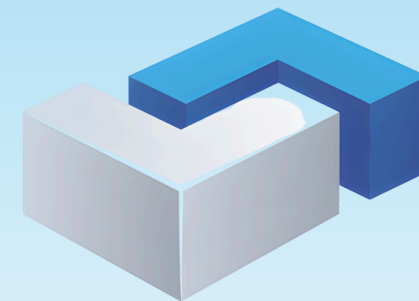
 Tilbury Douglas
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(06)

Where Top Talent and Leading Construction Companies Connect

Building Futures: Linking Talent to Global Construction Opportunity



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