

# Caval Talent Solutions

An Overview



# An Introduction to Caval

Established in 2008

4 Offices throughout England & Scotland, with coverage across the UK.

Team of 50+ experienced recruiters

Over £75m in social value created in the last 2 years.



# Organisation Structure

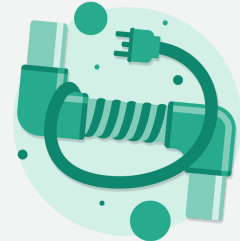
## Services



**Trades & Labour**

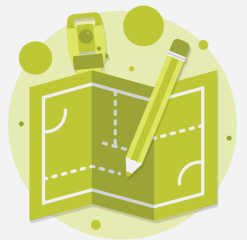


**Executive Search**



**Mechanical & Electrical**

## Sectors



**Construction & Engineering**



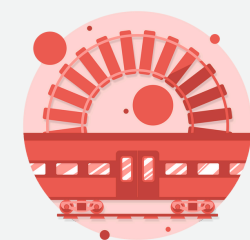
**Civils & Infrastructure**



**Fit-Out & Interiors**



**Property**



**Rail**



**Engineering**

# The Caval Foundation



**THE CAVAL FOUNDATION**

Supporting charities close to our heart.

The aim of the foundation is to raise funds and awareness on behalf of eight charitable organisations. These important charities provide essential support to vulnerable people in the local communities in which we operate. Their causes mean an awful lot to us; each charity was chosen by members of our team for very personal reasons.



St. George's  
Crypt



**BARNABUS**  
Bringing hope to the homeless and vulnerable



**Glasgow Children's Hospital Charity**

**PANKHURST TRUST**



# Social Value

## Workforce



We will be a diverse employer, encouraging candidates from under represented and disadvantaged people in the local communities where we work.

## Social



We will maintain and grow our support of charitable organisations through The Caval Foundation

## Environment



Caval actively work to ensure that we move towards more sustainable practices in order to have positive effects on the environment, on a local scale, which in turn impacts wider issues.

**£76,544,096**

**Social Value Created**

**839 Hours spent on SV activities in 2024**



# About Talent Solutions

# What is Talent Solutions?

Talent Solutions is a new delivery model which combines embedded recruiters with access to our delivery capability, to deliver high-quality recruitment programmes for companies within infrastructure & built environment

## Use Cases



Major Project  
Recruitment



Growth or  
Transformation  
Recruitment



Outsourced  
Recruitment  
Partner

## Our Outcomes

- Increased Hiring Rate & Time to Hire
- Improved Employer Value Proposition and Employer Branding
- Significantly Reduced Recruitment Costs vs Agency Recruiters

# Our Delivery Model

Talent Solutions partners with clients over an extended period of time to recruit business critical hires in time & cost effective ways. We deliver through market expertise and unrivalled access into local and national talent pools.



## Leading Recruiters

We hire and train outstanding recruiters who are experts within their sector.



## Technology

Leveraging a significant tech stack which streamlines recruitment processes, delivering quality of solution and transparency with clients.



## Flexibility

We can scale the solution up and down to suit your expected hiring plans. If something changes, let us know and we alter the solution for the month ahead.



## Partnership

We are consultative in style, working in lockstep with TA and hiring teams to create JDs, advise on role and brand positioning, interview schedules & management.



## Market Insights

We provide regular market insights and feedback on your EVP, brand, competitor movements, diversity & inclusion statistics and more.

# What We Offer



**Flexible  
Agreements**



**High Quality,  
Market Expertise**



**Low  
Risk**



**Highly Cost  
Effective**



# Use Case 1: Major Project Recruitment

# The Challenge

From our extensive experience recruiting for major projects, our clients typically face the following challenges:



Changing Start Dates for Projects.



Management of Existing bench strength & talent mobility from existing projects.

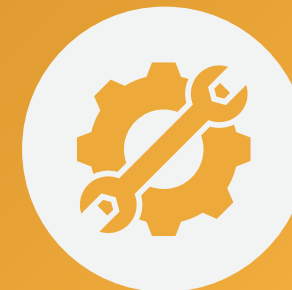


Large Peak in hiring requirements during project mobilisation.

# What Our Solution Delivers



**Flexibility** - Our model allows us to pipeline external talent across all roles and act swiftly on any gaps once mobilisation occurs



We maintain talent pipelines for as long as it takes for the project to begin mobilisation. We constantly manage existing candidates and add in new targets as timescales adapt.



Our delivery capability has the capacity and specialisms to scale to match your requirements and support any existing in-house talent teams.



## Case Study: Riyadh Metro

**54%** Saving on expected  
recruitment fees

**£100K** Total saving on  
recruitment fees

### Overview

Bechtel had been awarded the construction of the Riyadh Metro project and needed to recruit approximately 200 roles including Station Managers, Commissioning Leads, Construction, HS3 and others. Given the location, there was a need to recruit international talent and available local talent for projects.

### Solution

We created market intelligence across other major infrastructure projects globally to identify key internationally talent. We created an attractive candidate pack to position the culture of Saudi Arabia to candidates and to highlight the advantages of relocation.

### Results

Over 400 candidates considered across all positions.  
Over 100 Screening interviews conducted.  
We secured over 10 candidates within a 4 month period, with the majority relocating directly to Saudi or the UAE.

# Use Case 2: Growth / Transformation Partner

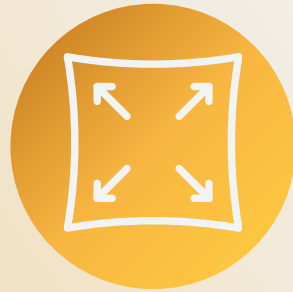


# The Challenge

From our extensive experience recruiting for major projects, our clients typically face the following challenges:



Often a need to recruit new hires beyond the existing knowledge base of the business eg. geography, product / service knowledge, skills & competencies



Stretched capacity of internal hiring and/or talent teams



Benchmarking internal talent vs External talent



Replacing internal promotions / leavers during a transformation

# What Our Solution Delivers



**Market Specialists** - Our track record and expertise across multiple sectors, combined with our researching credentials, allow us to quickly build up your knowledge in critical new areas.



**Adaptable** - Our delivery capability has the capacity and specialisms to scale to match your requirements and support any existing in-house talent teams.



Our agile pricing provides cost effectiveness and flexibility as you undertake workforce planning.

## Overview

Amey Plc are a major infrastructure services company in the UK. In 2017, the business was going through significant transformation and was looking to bring new commercial experience into their Account Director and Business Director management tier. Working alongside the L&D team who were implementing an extensive commercial training programme, we designed a talent acquisition plan to recruit leaders from diverse sectors.

## Solution

Working across utilities, environmental and consulting, we worked to create a cross-divisional plan for recruitment. We researched and sourced leadership talent from diverse sectors including logistics, defence, armed forces, aviation, service industries amongst others.

We implemented hiring tactics including anonymised CVs, also omitting sector experience, dual interviewing, and pipelining to create improved timing for the client.

## Results

- Hired 6 Account Director / Business Director's from alternative sectors
- 4 promoted within 12 months into new leadership roles
- £100,000+ saved vs agency fees



**Case Study:**  
**Amey Plc**

# Use Case 3: Outsourced Talent Partner

# The Challenge

From our extensive experience recruiting for major projects, our clients typically face the following challenges:



Extensive reliance on external agencies

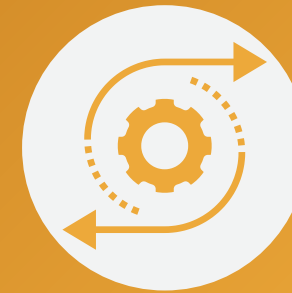


Lack of internal talent capability



Seeking a flexible talent approach which provides excellent return on investment

# What Our Solution Delivers



**Hybrid** - Our model is a hybrid between in-house recruiters and external agencies. You can benefit from part-time or full time embedded recruiters, with the flexibility to access our delivery capability through periods of critical hiring



Pricing Model which significantly reduces agency spend and aligns with your core talent goals



Flexible terms to allow the solution to scale and adapt capacity in line with your requirements and maximising ROI.



## Overview

Having recently raised a Series A and had 2 mishires in the UK team, George was brought in to recruit 4 critical roles across the Sales and Marketing team. These needed to be made quickly and accurately to ensure momentum in the new UK team.

## Solution

George was deployed to oversee the recruitment process end-to-end. He led on all candidate screening, sourcing and assessment for the 4 roles. The positions were:

- Head of Sales (£150,000 base salary)
- Account Executive (£55,000 base salary)
- Sales Development Rep (£35,000 base salary)
- Senior Marketing Manger (£75,000 base salary)

## Results

Over 400 candidates considered across all positions.  
Over 100 screening interviews conducted.

£58,000 = Total saving

# Case Study: ProcurePro

**91%** Saving on expected  
recruitment fees

**£58K** Total saving on  
recruitment fees



# Meet Our Team



## George Dobbins

**Senior Client Partner / Head of Talent Solutions**

George has spent the last decade delivering multi-hire programmes for organisations across the infrastructure and built environment sector including large infrastructure assets, delivery companies, construction companies, property and asset managers, technology companies and investment partners.

Before joining Caval, George founded and sold a search firm called Beaumont Bailey. Prior to this, he spent 4 years with Odgers Berndtson.

Some of George's past clients include:

Bechtel, Gatwick Airport, Amey PLC, Biffa, Alun Griffiths, Tarmac UK, Askporter, Deeley Group, Balfour Beatty, Costain and Geobear amongst many others.

# Example

Your business is looking to make 8 hires above £50,000 in the next 12 months.

These hires are:

Sales Director (£120,000)

Commercial Manager x3 (£60,000 each)

Account Manager x4 (£50,000 each)

If using an external agency(ies) for these positions, and a typical fee of 20%, you would expect to pay:

£100,000 in recruitment fees.

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**Total Cost Saving to Client = £52,000 vs agency recruitment**

## Embedded Solution - Pricing

We price the work based on £6,000 per role. For 8 roles, this equals £48,000.

This is then charged in 2 instalments, with 20% of the total charged monthly over 6 months; and the remainder charged per completion.

## Delivery

Dedicated delivery team, working in lockstep with hiring managers and/or talent acquisition teams. We run the end-to-end recruitment from JobAd set up, passive candidate search and engagement, assessment and onboarding support.

## Flexibility

If you need to make more hires, we can scale the solution up and similarly, if you need to make fewer hires, we scale the solution down. If there are any performance issues on the contract, there is a 2 month cancellation, significantly limiting the risk for you.

# Our Clients





# What Clients Say



**Alastair Blenkin**  
CEO ProcurePro



George came into the business at a really important time. We had a number of roles and we had an absolutely fantastic experience, particularly with the service-based model which gave a predictable cost model.



**Robin Landsman**  
VP-HR Pepsico



I have been working with George for the last 4+ years, his drive and entrepreneurial nature are very strong and have allowed him to grow and lead a team from inception. His resilience and methodical mindset is defining. He holds himself to very high standards and expects the same from his colleagues.



**Ben Yexley**  
Head of Sales Askporter



Would highly recommend George as a recruiter for strategic roles in growing businesses. Has always been a consummate professional while being flexible and adaptive to our needs at Askporter. He placed me and I was so impressed from a candidate angle I insisted we continued to use him while building the team.

# Thankyou For Your Interest

Connect with us.

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