

Anglian Water @one Alliance

Embedded Recruitment Across a Full AMP Cycle

68 CONTRACTORS MOBILISED. ONE EMBEDDED PARTNER. ONE FULL AMP CYCLE.

Anglian Water's @one Alliance partnered with Murray McIntosh across the full AMP7 cycle, placing 68 contractors across Design, Commercial and Delivery functions within a complex, multi-partner framework.

With experienced water engineers in short supply and the entire sector mobilising simultaneously, the alliance needed more than a recruitment supplier. Working directly with director-level stakeholders, Murray McIntosh established a Professional Services Contract to enable faster, higher-volume deployment across all three @one business units.

With a 24-48hr shortlist turnaround and real-time visibility of water engineer availability across the sector, this embedded approach protected programme timelines, reduced commercial cost, and built a recruitment partnership aligned directly to delivery, not operating alongside it.

Results

68

Contractors hired across Design, Commercial and Delivery functions.

35%

Reduction in days to hire. Tracked and delivered.

24-48 HRS

From brief to qualified shortlist. Agile and consistent.

We delivered

Civil Engineers
Electrical Engineers
Mechanical Engineers
Planners
Process Engineers

Project Commercial Managers
Project Design Managers
Project Engineers
Project Managers
Quantity Surveyors

A SECTOR UNDER PRESSURE.

When standard recruitment isn't enough

Experienced commercial, design and delivery professionals with water sector backgrounds are scarce. During periods of peak programme demand, the best candidates are already placed - and waiting days for CVs that miss the brief is not an option when project timelines are at stake.

The @one Alliance also needed a more efficient commercial mechanism. Historically, contractors were supplied via two delivery partners, creating friction in cost allocation and limiting the speed at which the alliance could scale its workforce.

AN EMBEDDED PARTNER, NOT A SUPPLIER.

A smarter commercial model

Murray McIntosh worked directly with Richard Langbridge, Commercial Director, and Mick Roberts, Procurement Director of the @one Alliance, to establish a Professional Services Contract (PSC) - enabling direct supply into the alliance and allowing contractor costs to be allocated across any of the seven delivery partners.

This structural change unlocked higher-volume and faster deployment across all three @one business units:

- **Design** - led by Engineering Director Richard Lee, supported by Senior Design Managers Dan Alderson and Nick Randall, spanning Project Design Managers, Civil, Mechanical, Electrical and Process Engineers.
- **Commercial** - led by Commercial Director Richard Langbridge, supported by Commercial Managers Andrew Steeper and Karen Jordan, covering Quantity Surveyors, Planners and Project Commercial Managers.
- **Delivery** - covering Project Engineers and Project Managers across live programmes.

Speed was central to the model. Murray McIntosh tracks engineer availability in real time - monitoring project timelines across the sector to anticipate when people become free, rather than reacting after they do. Referrals from placed contractors became a significant source of high-fit candidates, reinforcing the depth of the network. Time to initial shortlist was reduced to 24 hours in Commercial and 48 hours in Design and Delivery.

68 PLACEMENTS ACROSS A FULL INVESTMENT CYCLE.

Delivery protected. Standards raised.

Over the course of the AMP7 cycle, Murray McIntosh placed 68 contractors across the @one Alliance framework - across Design, Commercial and Delivery functions - supporting continuity of delivery during a period of sustained, sector-wide demand.

The PSC structure reduced commercial cost for Anglian Water, eliminated bottlenecks in contractor allocation, and enabled the alliance to scale more rapidly in response to programme requirements.

The quality of placements has been recognised beyond the programme itself: one Murray McIntosh contractor, a SUDS Engineer placed within the alliance, was nominated for Core Behaviour Award - Always Exploring 2025, an internal staff recognition prize to celebrate those who drive for continuous improvement.

The partnership model built with @one Alliance reflects how Murray McIntosh works across the water sector: not as a transactional supplier, but as an embedded partner with the network, the knowledge, and the processes to protect programme delivery.

THE PEOPLE YOU NEED **DO EXIST.**

Just let us know how we can help you.

For more than a decade, Murray McIntosh has been at the forefront of water-sector recruitment, supporting water companies, tier providers, SMEs and suppliers with the skilled professionals they need to deliver.

We have an unrivalled understanding of the pressures facing the industry: tightening regulatory demands, ageing infrastructure, environmental expectations, and the intensifying workforce challenges of AMP cycles. Because our water team work exclusively in this space, we know where the talent is, how to engage it, and how to overcome the structural hiring barriers unique to the water sector. By working as an extension of our clients' teams, we help build realistic, long-term workforce strategies that address the skills shortages affecting the water sector.

As trusted specialists, and active members of AquaFed, Future Water, and the Institute of Water, we combine deep sector knowledge with a modern, data-driven approach to recruitment. Murray McIntosh is the partner the water industry relies on today, and the one shaping its workforce for tomorrow.



Get in touch



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Most recruiters know engineering.

WE KNOW WATER