

# CASE STUDY



**Client:** Anglian Water

**Positions:**

- Quantity Surveyor
- Planner
- Project Commercial Manager

**Point of Contact:** Chief Executive

**Supporting Stakeholders:** Director of Public Affairs; Outgoing Head of Communications

## THE CHALLENGE

Anglian Water @One Alliance required ongoing recruitment support across key commercial roles to maintain delivery across live programmes. Increasing project demands, combined with a constrained talent market, meant that a focused and proactive approach was required to avoid risk to programme timelines and commercial performance.

The requirement extended beyond simply filling vacancies. The alliance environment demanded individuals capable of operating within a complex, multi-partner framework, balancing strong technical capability with effective collaboration across contractors and stakeholders.

Over a six-month period, Murray McIntosh supported the delivery of three critical commercial placements to support continuity and performance across the alliance.

## KEY STATS



**3:1 CV-to-interview ratio**



**Three total placements**



**2 Weeks from initial brief to shortlist**

## THE APPROACH

### Phase 1 – Role scoping and alignment

Detailed role briefings were conducted with hiring managers to define technical requirements, project scope and non-negotiable criteria. Close alignment ensured clarity on both capability and behavioural fit within the alliance environment.

### Phase 2 – Targeted search and engagement

A targeted search strategy was implemented, focusing on candidates with relevant water and infrastructure experience and proven ability to operate in delivery-led, collaborative environments.

### Phase 3 – Shortlisting, interview and offer management

CVs were shared directly with hiring managers and the internal talent acquisition team to enable efficient decision-making. Interviews were streamlined into a single-stage process conducted via Microsoft Teams.

Murray McIntosh took full ownership of offer negotiation, onboarding coordination and payroll setup where required.

## THE OUTCOME

The engagement delivered three successful commercial placements within a six-month period, supporting delivery continuity during a period of sustained demand.

The structured and repeatable recruitment model has since been embedded across the wider framework, improving hiring efficiency and enabling a more proactive approach to workforce planning.

This way of working has created a seamless, integrated recruitment partnership, aligned directly to programme delivery rather than operating as a standalone function.

## MORE ABOUT MURRAY MCINTOSH

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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