



ESL

Specialist Contract Engineering Recruitment

3 SPECIALIST ENGINEERS PLACED. 2 CV'S PER INTERVIEW.

When ESL, an engineering consultancy serving the rail, utilities and water sectors, needed to fill contract engineering roles outside IR35, they turned to Murray McIntosh to secure hard-to-find engineering talent.

In a market where candidates are approached constantly and rarely stay available for long, our existing relationships with the right people, and knowing their availability, made the difference.

Across two Mechanical Engineer roles and a Senior Civil Engineer position, those connections enabled us to secure high-quality talent quickly and efficiently.

Results

3

contract engineers placed:
Mechanical Engineer (x2),
Senior Civil Engineer.

100%

offer acceptance rate.

11:6

CV to interview ratio
across all three roles.

We delivered

Mechanical Engineer (x2)
Senior Civil Engineer

A CROWDED MARKET FOR SCARCE TALENT.

Standing out when everyone's approaching the same people

ESL works with multiple recruitment agencies, and their clear preference is to bring people on permanently where they can. That breadth means the candidates who fit their brief are contacted often, by multiple recruiters at once, which makes it harder to hold their interest through a clean, fast process. Both Mechanical Engineer roles needed to move quickly before strong candidates were snapped up elsewhere.

RELATIONSHIPS BUILT EARLY.

Knowing the right people before the search starts

This is where knowing the market pays off. Several of the candidates we put forward were people we already knew well, so when ESL's timelines and their availability lined up, we could move fast with confidence rather than starting a search cold. One Mechanical Engineer search took four weeks because our strongest candidate was going through a difficult personal period, we stayed in contact rather than letting the search restart. The role required two engineers, and the second search closed in three weeks; across both, 6 CVs were submitted, 2 candidates interviewed, and both placed, filling every seat needed. The Senior Civil Engineer search took six weeks, with a 5:4 CV to interview ratio reflecting the closer scrutiny a more senior hire demands.

ESL's own process helped: a two-stage interview, an initial call with the director followed by a more technical conversation with the wider team. It's a structure candidates have consistently responded well to, and one that let us move people through cleanly once they were engaged.

3 PLACEMENTS, ZERO OFFERS LOST.

Fit found through relationships, not volume

All three placements closed with a 100% offer acceptance rate, in a market where ESL competes with every other company in the sector for the same shortlist of people. That outcome came down to already knowing the right candidates, and having an efficient interview process in place.

We continue to work with ESL, trusted to bring them the right people when they need them, while keeping them informed on what we're seeing in the market and advising on the best way forward.

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