

Laycock Williams is an Executive Recruitment consultancy specialising in the recruitment of middle and senior management personnel within the Property and Construction sectors across the UK and Europe.



NEW STARTERS

Following a very busy start to the year, Laycock Williams have recruited 2 new members to the team.

Julie Farrar-Gough and Carlos Favario both joined us in April from Hays Executive and we are very pleased to welcome them on board.

Julie joins as an Associate and will continue to develop the Professional Consultancy sector that she knows best. Her track record in project / cost management and engineering consultancy over the last 5 years brings further expertise into this sector for Laycock Williams and this is an area that we are particularly busy in at the present time.

Carlos was the top researcher at Hays Executive and joins Laycock Williams as our Head of Research. He will personally manage the research on key assignments as well as liaising with our external researchers ensuring that we identify and secure the interest of the best possible candidates for our searches. Carlos has worked within the built environment in both the private and public sectors and brings his expertise to bear at an important time for the business.

AN INTELLIGENT APPROACH TO RECRUITMENT

Clients have asked us what is different about Laycock Williams.

Within the team at Laycock Williams, we have all had experience of working within this industry for many years and have seen the good and the bad that is executive recruitment. Due to the ineffectiveness of many so called "head-hunters" out there coupled with the shortage of skilled professionals, a real gap has been left in the market for a company that can adopt a more intelligent and consultative approach to finding people for business critical roles.

We take time to really understand our clients' businesses and their requirements for good people and with the market knowledge that we have, we develop a strategy that really works. We pride ourselves on the fact that we have a very high success record on assignments that we take on, as we will continue to work on a job until the right person has been employed.

Our ability to add real value is when we are working with our clients in developing people / resourcing strategies. These are aligned with the businesses objectives, providing market information and a proactive approach to finding the right people at the right time and supporting the development strategy of the business.

Visit our website which is now fully operational and contains more information about the business and our activities including our current jobs. This will evolve further during the year.

www.laycockwilliams.com



MARKET UPDATE

Despite the negativity within the market place at the present time, we have found some sectors to be more buoyant than others. Organisations with a balanced portfolio of work that are not too dependent on bank funded projects are still forecasting growth in 2008 and as a consequence, are still recruiting.

Geography is also a key factor. London is very busy with Olympic work which is now beginning to really come on line and this is creating a rather unique level of activity at the present time. We were in Glasgow recently, where they are gearing themselves up for their Commonwealth Games in 2014 and they too have quite a positive outlook on things. Like London, the Games will have a positive effect on the city in the build up as they develop the infrastructure to make the Games work.

Manchester has plenty of work on and is busy with BSF and other key developments that had already secured funding. Reports are that the Yorkshire market, in particular Leeds / Bradford and Sheffield are also predicting that they will ride the storm without too many cut backs.

The residential market is certainly suffering more than most as not only is funding reduced, but the mortgage market remains in turmoil. The Government appears to be on the case but changes are taking time to filter through to the market. Inevitably, there are likely to be further job losses within the land teams of the larger house builders.

On the commercial development side, much depends on how each company is funded and if they spent too heavily in the 'heady' market leading up to summer 2007. Those companies who are well-funded and did not spend too much last year, are in a great position to pick up some real bargains at 20-30% discounts on the previous year.

There are many good things happening in the market place and much activity that we will hopefully see this blip in confidence confined to memory in the very near future with only a slight effect on 2009.

RUGBY TRIP

Our annual trip to the Guinness Premiership Rugby Cup final on May 31st was a great day out. 15 clients and guests joined us for a great afternoon of rugby with Wasps beating Leicester quite comprehensively. The weather was kind to us and it was fitting that we got the chance to witness Lawrence Dallaglio's final swansong to an excellent career.



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