

Laycock Williams is a Global Executive Recruitment Consultancy

Welcome to our latest Newsletter.

I hope that you had a great summer and that business is good. We have had a very busy time of late and there have been quite a few changes at Laycock Williams.



In this edition we announce our new business partners, The ONE Group, hear about the state of the market from some of the industry players and focus on the importance of having a strong business development team in this difficult market.

I hope that you find these articles to be of interest.

Best Wishes

Phil Laycock

PROPERTY &
CONSTRUCTION

ENERGY &
UTILITIES

INDUSTRY &
COMMERCE

INTERNATIONAL

Our new partners - The ONE Group

I am pleased to announce that this month Laycock Williams has merged with The ONE Group who are a multi disciplinary recruitment group based in the Eastern Region, specialising in the recruitment of Finance, HR, IT and Procurement professionals.



The ONE Group - www.theonegroup.co.uk



Laycock Williams joins The ONE Group, the leading recruiter across East Anglia.

Over the past three years Laycock Williams has gained a strong reputation and formidable track record recruiting senior positions into the Construction and Property market across the UK and overseas.

Similarly, The ONE Group have gained themselves an enviable place among Recruitment Businesses of not only surviving the recession but having continued to develop, invest and gain market share in a period where the economy has been in turmoil. Due to the infrastructure, reputation and specialist recruitment divisions already established under The ONE Group, this merger will augment the capability of Laycock Williams in handling Search and Selection opportunities across a broader range of vertical markets.

Tristan Drane, Managing Director of The ONE Group comments: "Search and Selection is a very specialist arena, the accountability and commitment needed means it has to be done well. Such is the focus and demands now on key individuals within organisations, this is now an accepted and widely used approach across many of our existing clients. Laycock Williams will continue as a Search and Selection business and will be supported by our contingent recruitment divisions. This allows us, through one route or another, to provide a dedicated, flexible and unrivalled service offering to find employers the best talent available."

Signs of a recovery....



What's happening in the market?

2010 has been a very tough year across the board; I guess that you don't need me to tell you that.

The budget was the first major landmark, which in many ways' delayed procurement initiatives and held us back somewhat waiting for the result. It led to apathy in the market place which continued into the summer months and has resulted in what has been a very quiet year.

The impending cut in public sector expenditure on October 20th seems destined to tighten belts right across the industry in both building and infrastructure; with the regions being a lot harder hit than London. There are one or two little nuggets being released with the new LEPs, TIFs and several regional rescue funds but, with the banks continued reluctance to provide development finance, it is the investment market that is holding things together.

However there are signs of a recovery and, as the industry comes back and starts to recover, private sector and commercial development is on the increase. Despite the cut backs there are still several major Central Government frameworks and activities within Local Authorities.

"There is increasing activity in the London commercial market place which is definitely showing signs of 'coming back' after a couple of years in the wilderness. The public sector has obviously become very competitive and the current uncertainty pending the spending review is causing delays in procurement particularly in the regions.

Looking ahead, our business will have more of an International focus which is where Aecom can really add value particularly in respect of high level design and sustainability.

The UK market is likely to remain difficult over the next few years and certainly it is difficult to see us returning to the levels of activity we saw in 2006 for quite some time."

Steve Hodgkinson, Managing Director, Building Engineering, Europe - Aecom



"The construction industry as a whole has been through a number of difficult years and as architects we have felt the effects as much as anyone else. We are, however, cautiously

optimistic for 2011 and beyond, with the balance between caution and optimism varying day to day. These pressured times have reminded us of the importance of a couple of core values of our practice....a commitment to developing strong long term working relationships with our clients through providing outstanding service, and the importance of recruiting, developing and retaining high quality staff. The education sector is still providing us with opportunities; however we have to be agile and competitive, keeping our eyes on the market as opportunities come from unexpected places. The work is out there, we know we will need to fight harder to get it, however we know we are highly placed to get our fair share and look forward to 2011."

Gordon Tero, Director - Stride Treglown Limited

Is your business ready to respond?

A lot of the recruitment that we have undertaken recently has been with companies that, over the last two years, have reduced their staffing levels in line with the reduced activity. These same organisations now find that they need to bring in new people that can help them build their business back up.

Do you have the people that you need in order to stimulate a recovery and ensure that you pick up your fair share of business?

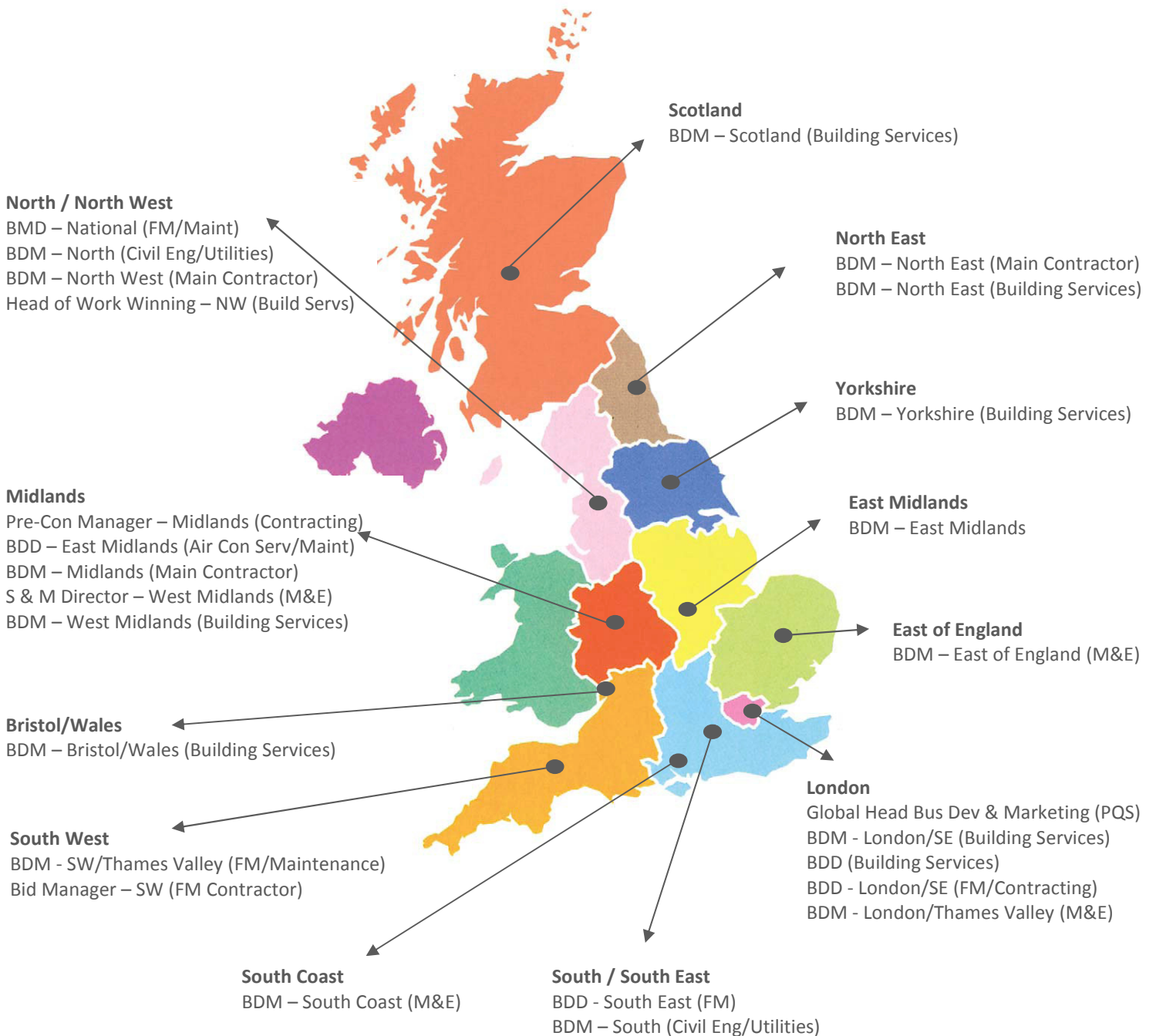
Procurement and business development is a key part of any business recovery and it is so important to have the right people in these roles that are capable of representing a business and winning the assignments that you need.

Our track record – Business Development Roles



You can see from the map below that we have worked on ‘front end’ roles across the UK in a wide range of industry sectors and it has become something of a niche capability for our business. These people are in demand and are unlikely to be ‘kicking their heels’ on an agency database.

If you want to talk to us about how to secure the best people for your business then let us know and we can advise you accordingly.



The state of the market....



Peter Lewis, Chief Operating Officer of SES, (Shepherd Engineering Services), says:

“The economics surrounding the construction industry is indeed providing for a very interesting environment and naturally this is proving to be extremely challenging.”

Peter is candid in his view that in the construction industry the waters ahead will remain very choppy and inevitably even those companies doing relatively well will collect a few ‘bruises’ in navigating through the stormy waters of today’s financial crisis. Particularly as the client base shifts its focus onto lower entry costs and loses sight of out-turn costs and value adding companies. He is resolute in his view that the way out of this challenging period is to “maintain a very strong customer focus and to ensure that the solutions we provide, add value and quality of service to our clients.”

Peter has a view that there is a very real need to remain agile and dynamic, and a need to think ahead of the game. Many, including SES, are attempting to do this and shifting their market focus towards Energy, Power and Infrastructure services, which will be the next obvious big sectors.

Peter Lewis, Chief Operating Office - SES



“The construction industry is waiting patiently for the Comprehensive Spending Review to be announced. I feel that all elements of our industry are in a state of flux awaiting the announcement and when it comes, we will all have a better idea about levels of capital funding that will be available in the public sector. The education sector has been a big provider of work for contractors over recent years and, although we at BAM have been affected by the issues resulting from BSF, we see this market as an important one going forward. Healthcare is another sector that will be affected by the CSR in terms of capital funding and is again a market that is key to BAM. There is no doubt that capital funding will be cut, but we will still need to refurbish or build new schools, universities, colleges and hospitals.

The private sector has always been important to BAM, particularly in the construction of offices, shopping centres and retail stores. The past two years or so have been very difficult for developers and although the market remains subdued, there are signs of slight optimism. However, I do feel that momentum and confidence in the private sector will take time to build, but our strategy is to maintain our excellent long term relationships and work with our private sector clients as the market improves.”

David Cotton, Sector Development Director - BAM Construction Ltd

"2010 forecasts for construction began with phrases like 'known unknowns', 'exogenous growth' and the 'www recession' typifying the language of the UK boardrooms. My view at the start of the year, like many others, was that UK construction would shrink during the year and that we were likely to endure a roller coaster of confidence as the Government switched their thinking between policies for stimulus and those for entrenchment. As we near the end of the year, that feels pretty much like the way the last nine months have played out. As we approach the 20th October, the industry is now eagerly awaiting the outcome of the Comprehensive Spending Review, in fact this is perhaps the most significant topic in most boardrooms now and one that no-one knows the answer to.

We can say with certainty however that cutting the deficit is absolutely the number one, two and three priority for the Coalition Government. The story so far is a mixed picture for construction, some sectors experiencing deep cuts, for other sectors it's not as bleak as is sometimes made out and the impact is a bit more subtle and complicated. At the macro level, the Government trend is towards moving more construction into the private market. Phrases like 'more for less' and 'spend to save' are the new buzz words. So the key to survival for the next year then? We need to embrace the drive for better value as an industry and have the agility to focus our businesses on the sectors where the money is being spent. For private businesses, never has there been a more important time for calm and confident decisions in the boardroom. For Government, a time for a period of stability in spending and a move away from boom-bust cycles is essential. Perhaps then, 2011 is more about a year of 'stability' rather than a desire for 'growth'."

Steve Waltho, Head of Infrastructure & Industry – Davis Langdon



The state of the market (cont)....

“We are a medium sized Consulting Structural and Civil Engineering Practice and as such have a rather restricted view of the current state of the industry, as a small number of reasonably sized projects can make a significant difference to our perception of what is going on. However, we have seen a very marked difference in our workload over the past nine months and feel more confident about the future than we did this time last year, but still have some reservations.

There is still a lot of scaremongering going on and talk of 'double dip' does nothing for confidence. The industry is all about confidence. If Clients are worried about financial stability then they are unlikely to procure projects, and then this filters right through to Consultants and Contractors.

Recent cuts in public expenditure are worrying for all those that have been involved with schools, in particular, and this will affect us as this becomes reality. We are all hoping that the private sector starts to pick up over the coming months to help fill this void. “

Gary Elliott, Partner – Elliott Wood



At Laycock Williams we pride ourselves on the quality of our documentation; it is therefore always a pleasure to receive positive feedback from clients and candidates...

“What a thorough briefing document – the best and most professional approach document I have read in 15 years of using recruiters! An absolute pleasure meeting you – one of the few recruiters who actually thinks of their clients more than their commission.”

Managing Director, Energy business; candidate / client

“It is an absolute pleasure to see such a well written brief! When compared to other organisations in the search / selection field, it certainly puts you at the forefront by a mile!!! “

Director of a leading FM company; candidate / client

A new starter at Laycock Williams



Hilary Bremner

Hilary is an experienced executive recruiter who is a well known and respected figure amongst the business communities of the Eastern Regions. She spent 5 years as a top-performing consultant with an international recruitment brand before joining The ONE Group and Laycock Williams. Her expertise and market-awareness has allowed her to manage recruitment campaigns and deliver staffing solutions, which have been pivotal to the performance of SME's and have enhanced the talent-bank of blue-chip organisations. She has particular expertise in Finance, HR and IT, but has recruited roles across the whole executive spectrum.



Visit our website which contains more information about the business and our activities, including our current jobs.

www.laycockwilliams.com

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