

Cuthbert Recruitment grows to meet demand



Recruitment has always been big business and it was only a matter of time before a company moved into recruiting specifically for the property sector.

Cuthbert Recruitment has been involved in recruiting staff for a host of leading property companies, housebuilders and estate agencies for the past two years in Edinburgh and has recently progressed to providing a similar service in Glasgow. The expansion into this market was initiated by a constant demand from clients for quality, experienced staff with a strong working knowledge of the industry.

The team, made up of Eleanor McVie (managing consultant), Nicola White (senior consultant) and Lynda Simmonds (property resourcer), provides expert industry advice to candidates looking to change jobs.

Eleanor explains: "We provide a friendly, confidential service which allows highly-experienced individuals to discuss their career options with no pressure from other companies. Over the years, we have built up sound knowledge of the industry and believe it is our responsibility to offer the best advice we can. As a result of this, both our clients and candidates trust us to help them find the right solutions for them."

Both Eleanor and Nicola are highly experienced in HR and recruitment, with Eleanor having a business degree and seven years' retail management experience

and Nicola having four years' recruitment experience, following completion of a marketing degree. Both have a keen interest in all things property related – giving them a genuine understanding of the industry as a whole. They are astutely aware of the importance of finding the right staff and work hard to ensure clients have the best candidates available to them.

The team recognise that not all employers or candidates have had a pleasant track record when dealing with recruitment agencies. As a result, they have spent time developing close working relationships to ensure clients are comfortable with the work they do.

Nicola expands: "We are aware recruiting in a relatively tight-knit sector can create headaches for employers and can also make it difficult for candidates to show interest in other jobs. Our service is two-fold.

"To our clients, we ensure a real understanding of their company and working environment by learning as much as we can about them - from visiting their offices to going onsite to see the work first-hand. To our candidates, we offer complete confidentiality and the ability to discuss career options in a friendly environment. For our business to work, the most important thing is to have solid working relationships with both."

In the last 12 months, Cuthbert's has dealt with over 200 jobs, split over the

three most popular sectors – new homes, estate agency and lettings. Its client base has increased dramatically, as more companies become familiar with Eleanor and Nicola's down-to-earth approach.

Both feel it is essential that clients and candidates realise theirs is not a "bums-on-seats" approach.

Eleanor continues: "Of course, we aim to run a successful company but this is not at the expense of our reputation. For us, the real satisfaction comes from the knowledge that we have helped someone find their dream job and that our client has found the perfect person for their company. Gradually, our client base is increasing to include some of the most exclusive housebuilders in Scotland, as well as top estate agents and long established lettings companies."

Recently, the hard work of all involved was rewarded when the team won the Team of the Year Award 2007 at the Scottish Recruitment Awards.

Nicola concludes: "This is a really exciting time to be involved in property. With so many new developments in Edinburgh and Glasgow, the sky really is the limit for us. We have great clients who support us in what we do and great candidates who challenge us every day. It makes going to work in the morning a really pleasant thought." ♦

For further information, contact Eleanor on 0131 624 9848 or Nicola on 0141 249 6702.