

McLaughlin & Harvey



- **Multiple senior appointments**

McLaughlin & Harvey Building and Civil Engineering Contractors operates throughout the UK and Ireland. In 2014 Managing Director Barclay Chalmers engaged Mackenzie England to help with the recruitment of a very senior Commercial Manager. In a challenging marketplace, we worked in partnership with Barclay and his senior team to secure the role. Unfortunately due to personal circumstances the candidate secured was unable to take up the position and the whole process had to be undertaken again.

We really got to know McLaughlin & Harvey's senior management and their values and aspirations for the business during this process. With this insight and understanding our relationship has flourished, and we have undertaken additional appointments to source key individuals.

"Finding and accessing good people with the right skills and personalities to join our team is difficult. Martin & Pia have excellent networks that they have used effectively and professionally with discretion, to introduce some very talented people to our business. They have a great ability to communicate on our behalf, so that candidates truly understand our business and want to be a part of it.

I value their opinions because of their standing in the market and mature personal style. They source people who are hard to find. It's frustrating when you think you've found someone and then it all falls through due to circumstances outwith anyone's control – Martin & Pia are not proud and undertook a second search on a post that was difficult to fill. We got our man thanks to their commitment and determination.

I've used a variety of recruitment agencies in the past but my experience of working in partnership with Martin & Pia means that I value the Mackenzie England approach and it makes good business sense to work with them to help grow and populate our business."

Barclay Chalmers
Managing Director, McLaughlin & Harvey Limited