

Robertson Civil Engineering



- **Managing Director**
- **General Manager, North of Scotland**
- **Business Development Manager**
- **Senior Estimator**

Robertson Civil Engineering was established in 2012 and Mackenzie England's knowledge and expertise were instrumental in facilitating the appointment of Tony Fry as Managing Director. Due to the growth of the business, and within his first year in post, Tony was required to strengthen his team. Mackenzie England helped attract and appoint some highly ambitious individuals who understood the company's vision and the opportunities that would be available in developing it into a successful and increasingly sophisticated civil engineering operation.

In a challenging recruitment market, Mackenzie England understood the issues facing the Robertson Civil Engineering business and the unique skills required to support their ambitious growth plans. We worked closely with Tony to identify and recruit the high calibre people who wanted to be part of a dynamic, growing and evolving business.

The process resulted in the recruitment of a **General Manager, Business Development Manager** and **Senior Estimator**. The three incumbents were all from established Civil Engineering business of a larger size.

"Martin and Pia have provided a tremendous service throughout the initial development of the Robertson Civil Engineering business. They have taken the time to understand our growth strategy and have then worked closely with me to identify the right people to support it.

Their tenacity, flexible approach and determination recruited three high calibre candidates to key positions in our organisation and provided us with excellent solutions. With the assistance of Martin and Pia's recruitment expertise Robertson Civil Engineering has grown into a £15m business in just 3 years and we have ambitions to develop far beyond that."

Tony Fry
Managing Director, Robertson Civil Engineering