



# Capability Statement

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## Building Services



**Capability Statement**  
Connection by Design

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# Welcome to Connexus Recruitment

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We are Connexus Recruitment. Advocates for people and businesses in their journey to professional success - the nexus between great companies and talented individuals.

Originally founded as a building services specialist, we have expanded over time and now offer expertise across multiple sectors, including property development, architecture, interior design, construction, and client-side project management.

With over 40 years combined experience, we have cultivated extensive networks and a strong presence throughout Australia and New Zealand's built environment, enabling us to connect some of Australia's most recognised design consultancies, contractors, client-side entities and developers with talented individuals from across the globe.

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# About Us & Our Agency

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We are a boutique recruitment consultancy dedicated to providing talent at every stage of the design, construction and maintenance life cycle of Australia's Built Environment sector, whether that be architecture or interior design, building services, construction, civil and structural engineering, sustainability, property development or project management. We believe that recruitment is more than a one-off transaction. It's about working in partnership with both our candidates and clients over the long term, to make the connections that allow careers to flourish and companies to thrive.

## ■ Industry Expertise

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We combine deep sector knowledge, an extensive talent network, and international partnerships to connect you with professionals who meet your brief and drive your organisation's long-term success

## ■ Trusted Partnerships

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We take an individual and consultative approach to recruitment, focusing on honest and long-term partnerships.




# Why Choose Us

We believe that by truly getting to know your business and the markets in which we operate, we can identify and connect you with talented individuals who align culturally and professionally. Whether you are actively recruiting or not, we act as your biggest advocate in the market, keeping you up to date with candidates who can strategically add value to your business, and allow you to reach your long-term goals.



## ■ Unmatched Talent Network

We know our sector inside out and have cultivated a network of talented individuals across the entire design and construction lifecycle, meaning that when you're looking to hire, we'll know exactly where to find those hard-to-reach candidates



■ We do things a little differently. Unlike other recruiters, we choose not to operate on KPIs, preferring to spend our time networking and intimately getting to know the community that we represent.

# Specialist Recruiters across the Built Environment



## We connect you.

With over 40 years of collective experience, we've built a vast network by advising candidates throughout their career lifecycles. We offer insights on career progression and skill enhancement, irrespective of their job search status. Our active involvement with industry associations, including Chartered Institute of Building Services Engineers (CIBSE), Engineers Australia, and the Property Council of Australia (PCA), ensures you tap into a vast pool of both active and passive candidates when you partner with us.

## We inform you.

We are not just recruiters; we're consultants and strategic advisors. Our time and efforts have been diligently invested in mastering our chosen fields to provide unparalleled guidance and insights. Whether you're seeking insights on prevailing market trends, accurate salary benchmarks, potential candidate evaluations, or wish to stay abreast of competitive and broader industry movements, we are on hand to keep you informed.

## We guide you.

We recognise the intricacies and nuances of the recruitment process. Through thousands of interviews, we've honed our methodology to ensure that when we pinpoint the ideal candidate, we facilitate their seamless transition into your team. Our collaboration with clients often extends beyond mere placement, assisting in ensuring a streamlined interview, offer, and onboarding experience.

# Your Gateway to Building Services Professionals

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With decades of combined industry knowledge and more than a decade recruiting in Australia's Building Services, Structural, and Civil Engineering sectors, we have developed extensive market insight and a global network of active and passive candidates.

Partnering with us gives you access to this talent pool and our expertise, helping you build skilled teams capable of delivering lasting, functional, and innovative projects.

## Building Services

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We specialise in connecting skilled professionals with leading consultancies and contractors to deliver projects that keep Australia's built environment running efficiently.



■ We recruit for engineers, designers, drafters and modellers, from junior level through to Director level in:

- Mechanical HVAC
- Electrical Engineering
- Hydraulic Engineering
- Fire Services Engineering
- Fire Safety Engineering
- HV Engineering and Level 3 ASP
- ICT and Audio Visual Engineering
- Workplace Technology
- BMS and Smart Building Engineering
- Acoustic Engineering
- Vertical Transportation Engineering
- ESD and Sustainability
- BIM Coordination and Management

# Our Expertise

## Building Services

We recruit Building Services Engineers across design and construction, including mechanical, electrical, hydraulic, fire protection, Level 3 and HV, ESD, sustainability, acoustics, audio visual, vertical transportation, ICT, and BIM. Our network spans from junior engineers to directors.

## Civil Engineering

We specialise in Civil Engineering recruitment for urban development, land development, transport, infrastructure, geotechnical, and traffic engineering roles. Our network includes talent from junior engineers to directors.

## Structural

We place Structural Engineers in building design, façades, bridges, temporary works, remedial projects, and BIM roles. Our network covers professionals from entry-level to director positions.

## ESD & Sustainability

We recruit ESD and Sustainability specialists in energy modeling, green building certification, sustainability strategies, and net-zero design, covering all levels from technical roles to leadership.

## Smart Building Technology

We recruit experts in smart building technology, including building automation, IoT, energy management, lighting control, access control, and data integration roles, from technical specialists to directors.

## Architecture and Interior Design

We recruit Architects, Interior Designers, Landscape Architects, and Urban Designers for concept design, documentation, and project delivery roles in studios and practices of all sizes.

## Project Management

We recruit client-side project managers, program managers, and project directors to oversee projects from inception to completion, ensuring successful delivery for clients.

## Development

We recruit land and property development professionals, including development managers, acquisition, specialists, feasibility, analysts, and project directors for residential, commercial, and mixed-use projects.

## Construction

We recruit construction professionals across residential, commercial, industrial, and infrastructure projects, including site managers, estimators, project managers, and directors.



## Flexible Recruitment Services

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We specialise in building the next generation of building services teams. From permanent engineers to contractors and senior leaders, we connect leading consultancies, developers, and client-side organisations with top talent to design, deliver, and maintain the projects that power Australia's future.

## Temporary & Contract Recruitment

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In building services, projects rarely stand still - deadlines shift, requirements change, and specialist skills are often needed at short notice. That's where our contract recruitment comes in. We connect you with proven engineers and technicians who can step in quickly, keeping your projects compliant, efficient, and moving forward without delay.

## Permanent Recruitment

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We partner with clients to source and retain highly skilled engineers, designers, and technical specialists - delivering solutions that are both cost-effective and sustainable. Backed by strong industry networks like CIBSE and a trusted community of professionals, we provide career guidance to candidates and actionable market insights to employers, ensuring teams are equipped to deliver projects with precision and efficiency.

## Executive Search

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Top talent is often hidden from plain sight. That's why our executive search goes further - using research, market mapping, and profiling to uncover exceptional engineers, consultants, and technical managers. With proven methods and extensive industry expertise, we help you secure the talent that keeps your projects running efficiently and successfully.

# Australia

## Connected Globally

### Global Network

With established connections across New Zealand, Ireland, the UK, Europe, and the US, we link local organisations to world-class professionals, providing access to diverse skills, fresh perspectives, and talent that might not be available within the domestic market.

We've built trusted relationships and a respected footprint within Australia and New Zealand's built environment. This foundation allows us to introduce leading architectural practices, multidisciplinary consultancies, major contractors, specialist subcontractors, developers, asset owners, and client-side organisations to exceptional talent drawn from both local and international markets.

Through our global network and established industry connections, we support organisations across every stage of the design, construction, and asset management lifecycle, ensuring they have access to the talent needed to deliver innovation, efficiency, and long-term success.



# Our Team



**Jack Foster**  
MANAGING DIRECTOR



**Gareth McCafferty**  
DIRECTOR



**Richard Federer**  
PRINCIPAL CONSULTANT  
BUILDING SERVICES ENGINEERING



**Josh Davis**  
SENIOR RECRUITMENT CONSULTANT  
BUILDING SERVICES ENGINEERING



**Lewis Phillips**  
SENIOR RECRUITMENT CONSULTANT  
CLIENT-SIDE PROJECT MANAGEMENT



**Millie Macdonald**  
SENIOR RECRUITMENT CONSULTANT  
ARCHITECTURE & INTERIOR DESIGN



**Mannilen Marquez**  
CANDIDATE RESOURCER



**Gabby Hachmann**  
DIGITAL MARKETING MANAGER

PLACEMENTS MADE ACROSS UK,  
IRELAND, NEW ZEALAND, AND  
SINGAPORE

460+  
PLACEMENTS  
SINCE INCEPTION IN 2020

95.6%  
RETENTION AFTER  
12 MONTHS

45+  
YEARS EXPERIENCE IN BUILDING  
SERVICES RECRUITMENT

344  
5 STAR REVIEWS

AWARD WINNING





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