

## CASE STUDY

# Data Centre Colocation Provider

Position: Design Lead (Building Services)



## PROCESS

The search followed a structured and targeted approach, beginning with a broad market mapping to identify suitable talent, followed by a rigorous shortlisting and interview process in close collaboration with the client.

Given the niche skill set and highly competitive data centre market, the process required ongoing engagement, detailed technical assessment, and careful alignment with the client's long-term in-house design capability goals.

- 49 Candidates identified
- 5 Shortlisted
- 3 First-stage interviews
- 2 Second-stage interviews
- 1 Offer made
- 1 Offer accepted

## TIMELINE

The timeline reflects a structured and methodical search process, balancing speed with the need for thorough market coverage and technical assessment. Each stage was aligned closely with the client to ensure momentum was maintained throughout the search.



### Phase 1

Search kick-off & role briefing



### Phase 2

Week 2: Market mapping complete (49 candidates identified)



### Phase 3

Week 3 - 12: Shortlisting & interviews



### Phase 4

Month 5: Offer made, accepted & start date confirmed



## A complex data centre leadership search completed in 5 months

The search resulted in the successful appointment of a Design Lead, enabling the client to establish an in-house building services design capability. Despite a constrained talent pool and strong market competition, the role was filled within the agreed timeframe, meeting both technical and leadership requirements.

## REMIT:

### Defining and delivering a critical leadership hire in a highly competitive data centre market.

Australian owned Data Centre was looking to build an inhouse design capability with the hire of a Design Leader.

We took over the search after a 3 month internal process.

## KEY METRICS

These metrics highlight the scale, pace, and success of the search.

- 49 candidates mapped
- 5 months end-to-end
- 100% offer acceptance
- 1 critical leadership hire delivered

### PHONE:

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### LOCATION:

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### WEBSITE:

[www.connexusrecruitment.com.au](http://www.connexusrecruitment.com.au)

## CASE STUDY

# Tier 1 Design Consultancy

Position: Building Services Director



### REMIT:

This was a strategic hire to assist in the growth of a global Tier 1 design consultancies Sydney practice. Having build a new building services capability over the past 5 years and the leaders role elevated internally, they soug an individual to lead the building services team.





### SEARCH LEAD:



**Jack Foster**  
MANAGING DIRECTOR

## TIMELINE

The timeline reflects a highly responsive and agile search process, driven by an established market network and immediate access to suitable senior talent.

-  **Phase 1**  
Role briefing and search kick-off
-  **Phase 2**  
Within 2 hours: Candidate identified and submitted
-  **Phase 3**  
Week 1: Interview arranged and conducted
-  **Phase 4**  
Week 4: Offer made and accepted

Total time to hire: 4 weeks

## PROCESS

The process focused on rapid market engagement and direct outreach, leveraging an established senior-level network within the building services sector.

A targeted search approach was adopted to identify immediately available leadership talent, allowing for swift candidate validation, alignment with the client's expectations, and efficient progression through interview and offer stages.



2 hours from brief to first candidate submission



4 weeks end-to-end delivery



100% offer acceptance rate



1 senior Building Services Director appointed



Jack and his team are the only recruitment company I deal with. They are **extremely courteous** when dealing with, understand our **needs** and are a pleasure to deal with. We are a large company with many processes and have known Jack to be very patient.

## OUTCOME

End to End - this process took 4 weeks. Upon taking the brief, I submitted a candidate within 2 hours, and an interview was organised that day for the following week. 4 weeks later - an offer was made and accepted. This hire demonstrates how a well networked recruiter can make an immediate effect.

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## CASE STUDY

# National Tier 2 Design Consultancy

Position: Regional Director – Building Services



## REMIT:

There was no formal hiring remit for this appointment. A senior building services leader within the Connexus network, known for more than five years and placed previously across multiple organisations, was impacted by redundancy and sought a new opportunity within a tightly constrained regional market.

## PROCESS


After meeting the candidate for a coffee, we recapped on his experience and discussed 5 consultancies in depth, that we believe could strategically hire an individual at his level.

Over the course of 4 weeks, he went through 5 first stage interviews and 3 second stage interviews, receiving two offers.

**A relationship-led approach that delivered speed, choice, and long-term alignment.**

## TIMELINE

A proactive and opportunity-led process focused on strategic introductions rather than a traditional vacancy-driven search.

-  **Phase 1**  
Candidate consultation and market positioning discussion
-  **Phase 2**  
Weeks 1-2: Target consultancies identified and senior-level introductions made
-  **Phase 3**  
Weeks 2-4: Interview processes across multiple firms
-  **Phase 4**  
Week 4: Offer accepted and start date confirmed

Total time to hire: 4 weeks



Connexus and Jack were excellent to deal with. Jack understood what I was looking for, my **experience**, and my **goals**, and used this to identify opportunities tailored to my requirements. I'm now very happy in my new role. **Excellent service.**

## CANDIDATE FUNNEL

- 1 Senior candidate represented
- 5 First-stage interviews
- 3 Second-stage interviews
- 2 Offers received
- 1 Role accepted

## OUTCOME

With 4 weeks of engagement from candidate reach out to candidate start date, the candidate secured a new position that offered not only a step up in responsibility and remuneration but opportunity for ownership. The client has operated in the region for many years, however, had always sought a commercially savvy leader to drive it forward. 1 year later and they have increased headcount and revenue in the region by more than double.

*Client Feedback: "Best in the industry."*

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