

**Capability Statement**
Connection by Design

CONNEXUS
RECRUITMENT

# Capability Statement

## Project Management & Development

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# Welcome to Connexus Recruitment

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 civil and structural engineering, property development, client-side project management and construction.

We have built 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.

**Recognised by Sourcr as Best Recruiter National Winner 2023 and Best Recruiter Regional Winner 2024 and 2025, reflecting the trust placed in us by our candidates and clients.**

Expert-Led Recruitment for Building, Construction and Engineering

# About Us & Our Agency



## Connecting built environment talent through lasting partnerships.

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 building services, civil and structural engineering, sustainability, property development, project management or construction.

We work in partnership with both our candidates and clients over the long term, taking the time to understand what matters most to each of them. It's through these genuine relationships that we make the connections that allow careers to flourish and companies to thrive.

### Industry Expertise

We combine deep sector knowledge, an extensive talent network, and international partnerships to connect you with professionals who meet your brief and deliver results.

### Trusted Partnerships

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



# Why Choose Us

## Unmatched Talent Network

We know our sector inside out and have built 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

## Proactive Delivery

We don't wait for talent to come to us - we actively map the market and engage the right professionals to ensure you have access to the best candidates, not just the available ones

With extensive experience recruiting across property development and client-side project management, and a strong track record of placements made, 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 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 help you reach your long-term goals.

# Australia Connected Globally

We've built trusted relationships and a respected footprint within Australia and New Zealand's built environment.

This foundation allows us to introduce 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.

### Global Network

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

## Our Track Record

**470+**
PLACEMENTS SINCE INCEPTION IN 2020

**96%**
RETENTION RATE AFTER 12 MONTHS

**65+**
YEARS' COMBINED EXPERIENCE

**344**
5 STAR REVIEWS



# Specialist Recruiters in Development & Client-Side Project Management

## We Connect You

We've built an extensive network of active and passive candidates by supporting project management and development professionals throughout every stage of their careers. Our deep involvement in the industry ensures that when you partner with us, you gain access to talent others simply can't reach.

## We Inform You

We are not just recruiters - we are trusted consultants and strategic advisors in the project management and development sector. Whether you need market insights, salary benchmarks, or candidate evaluations, we are on hand to keep you informed and ahead of the competition.

## We Guide You

We understand the intricacies of recruiting project management and development professionals. Through thousands of interviews and placements, we've refined our methodology to ensure every candidate transitions into your team with confidence - supporting you through interview, offer, and onboarding every step of the way.

# Development and Client-Side Project Management

Connexus Recruitment is dedicated to connecting talented development and client-side project management professionals with some of Australia's leading projects across residential, commercial, mixed-use, and infrastructure development.

Our consultants maintain a continuously refreshed network of active and passive candidates across Australia, New Zealand, Europe and the US so when you need the right person, we already know where to find them.

We specialise in connecting the right development and client-side project management professionals with the organisations that need them most. From graduates through to directors, we work with leading developers, consultancies, and client-side organisations to find the talent needed to plan, manage, and deliver the projects that shape Australia's built environment.

Project management and development roles we recruit include:

## Project Management

- Project Coordinator/Technical Administrator
- Junior/Assistant Project Manager
- Project Manager
- Senior Project Manager
- Project Director

## Development

- Assistant Development Manager
- Development Manager
- Senior Development Manager
- Development Director

# Our Recruitment Services

We specialise in building the next generation of development and client-side project management teams. From graduate professionals through to principals, directors, and senior leaders, we connect leading developers, consultancies, and client-side organisations with the talent they need to plan, manage, and deliver.

Whether it's the vision behind a major development, the strategy that brings it to life, or the project management expertise that sees it through to completion, we understand the demands of both disciplines and the people who drive them forward across Australia.



## Temporary & Contract Recruitment

In the built environment, 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 contract project managers, interim development managers, and technical specialists who can step in quickly, keeping your projects compliant and moving forward without delay.



## Permanent Recruitment

We partner with clients to source and retain highly skilled project managers, development managers, and technical professionals - delivering solutions that are both cost-effective and built to last. Backed by strong industry networks and a trusted community of professionals, we provide career guidance to candidates and clear market insights to employers, ensuring teams are equipped to deliver projects with confidence.



## Executive Search

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 project managers, development managers, and senior leaders. With proven methods and extensive industry expertise, we help you secure the talent that keeps your projects on track and your business moving forward.



# Client Testimonials

Building lasting relationships is at the heart of everything we do. We take pride in going beyond the placement - supporting our candidates and clients before, during, and long after the hire is made. These are the words of the businesses who have experienced the Connexus difference firsthand, and whose trust we are proud to have earned.

★★★★★

Connexus consistently delivers exceptional service and truly understands both our business needs and the qualities we seek in candidates. They are always quick to respond, insightful, and committed to finding the right fit for us. Connexus is a trusted partner we are grateful to work with.

★★★★★

Connexus worked tirelessly to find the right candidate for a hard to fill role. They spent the time understanding our needs, our culture and our vision. Their approach was meticulous, ethical and gave us comfort that we were receiving the best fit for our company.

# Our Team



## Lewis Phillips

SENIOR RECRUITMENT CONSULTANT

CLIENT-SIDE PROJECT MANAGEMENT

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P: 0483 958 789



## Jack Foster

MANAGING DIRECTOR

BUILDING SERVICES, CIVIL & STRUCTURAL ENGINEERING



## Gareth McCafferty

DIRECTOR & QLD STATE DIRECTOR

BUILDING SERVICES ENGINEERING



## Richard Federer

PRINCIPAL CONSULTANT

BUILDING SERVICES ENGINEERING



## Josh Davis

SENIOR RECRUITMENT CONSULTANT

BUILDING SERVICES ENGINEERING



## Millie Macdonald

SENIOR RECRUITMENT CONSULTANT

CIVIL AND STRUCTURAL ENGINEERING



## Mannilen Marquez

CANDIDATE RESOURCER



## Gabriella Hachmann

DIGITAL MARKETING MANAGER



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## We see recruitment as more than a transaction

It's about building long-term relationships and creating meaningful connections between people and businesses

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