

Capability Statement

Architecture and
Interior Design



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.

For over a decade 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.

Engineering | Construction | Architecture | Project Management

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About



About Us & Our Agency

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.

Trusted Partnerships

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

Why Choose Us

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.

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.



Australia-wide Network

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 Expertise

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.

Architecture & Interior Design

We recruit Architects, Interior Designers, Landscape Architects, and Urban Designers for concept design, documentation, and project delivery roles across studios and practices of all sizes. By taking the time to understand your firm's unique vision, culture, and project requirements, we ensure every placement is not only technically capable but also aligned with your design philosophy.

From boutique studios seeking a hands-on creative to large multidisciplinary practices needing experienced leaders, our tailored approach connects you with professionals who bring the right balance of innovation, precision, and collaboration. With a strong network across the design industry, we identify talent that enhances your team's capabilities, strengthens project outcomes, and supports long-term growth.

Whether you require short-term project support or permanent team members, Connexus Recruitment is committed to delivering individuals who add real value, so your business can continue to deliver outstanding design solutions.



Our Expertise

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.

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.

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.

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.

Recruitment Services

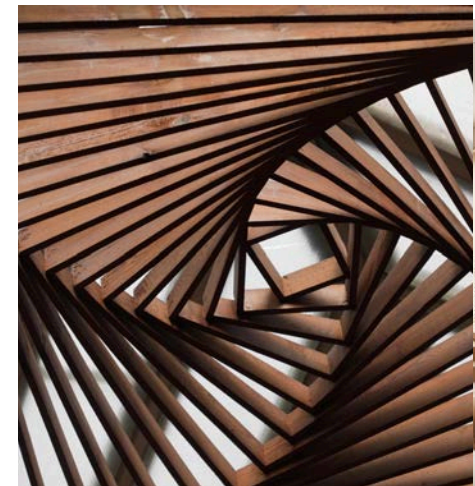
Flexible Recruitment Services

We understand what it takes to shape the architecture and interior design teams of tomorrow. From permanent employees and contractors to executive-level hires, we partner with design studios, multidisciplinary practices, and client-side organisations to connect them with the best creative talent – driven by a shared passion for delivering spaces that inspire, engage, and enhance the way people live and work across Australia and beyond.

Permanent Recruitment

We're not just about matching people to roles – we focus on building lasting relationships with both clients and candidates. Talent is your greatest asset, which is why we partner with practices to find and retain the right designers for your business in the most efficient and cost-effective way. We also support Australia's design community through active engagement with industry associations and networks.

Over time, we've cultivated a trusted community of architects and interior designers who rely on us for career advice and guidance. Our open-door approach means job seekers can access industry-specific career support, while employers benefit from up-to-date insights on market movements and salary trends.



Temporary & Contract Recruitment

We help you scale with flexible recruitment solutions.

In today's changing design landscape, contracting has become an invaluable option for many studios and practices. It provides the agility to adapt in real time—whether that means scaling up to meet project deadlines or adjusting resources as priorities shift.

Over the years, we've built a trusted network of architects and interior designers who are thoroughly vetted and ready to contribute from day one, ensuring your projects keep moving without compromise.

Executive Search

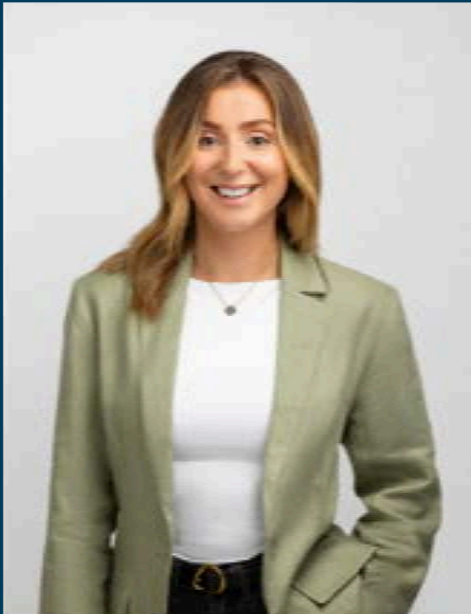
Tailored search solutions.

At Connexus Recruitment, we know that sometimes you need to dig deeper to find those true “unicorns”—the architects and interior designers who stand out as the best in the market. Our track record speaks for itself: through in-depth research, market mapping, and candidate profiling, we identify what makes each designer unique and how to attract them to your practice.

We've refined our search methods to perfection, giving you confidence that every candidate you meet through us is among the very best in the design industry.

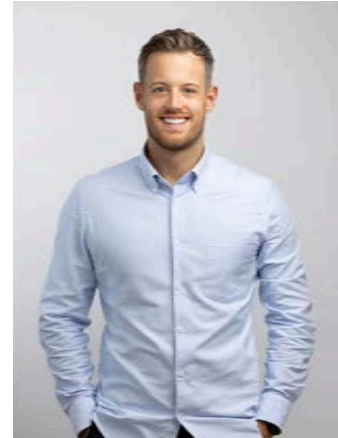


Our Team



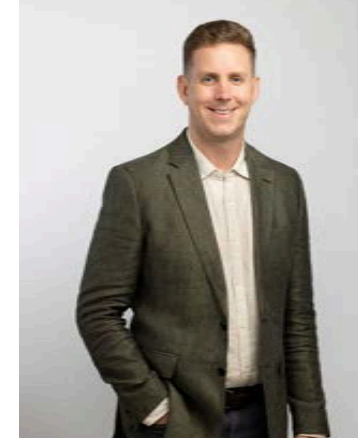
Millie MacDonald

SENIOR RECRUITMENT CONSULTANT
ARCHITECTURE & INTERIOR DESIGN



Jack Foster

MANAGING DIRECTOR



Gareth McCafferty

DIRECTOR



Lewis Phillips

SENIOR RECRUITMENT CONSULTANT
CLIENT-SIDE PROJECT MANAGEMENT



Josh Davis

SENIOR RECRUITMENT CONSULTANT
BUILDING SERVICES

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

412+
PLACEMENTS
SINCE INCEPTION
IN 2020

95.6%
RETENTION AFTER
12 MONTHS

344
5 STAR REVIEWS

AWARD WINNING





Capability Statement

Architecture & Interior Design

■ Download our latest salary guide:

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