

Capability Statement

Development, &
Client-Side Project
Management



Capability Statement
Connection by Design

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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.

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

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.

Industry Expertise

We combine deep sector knowledge with an extensive network to connect you with professionals who not only meet the brief but also contribute to your organisation's long-term success.



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.



- 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.

Our Expertise

Connecting Talent in Project Management & Development

We partner with leading client-side project management, development, and advisory consultancies, along with corporate real estate institutions, to connect them with top-tier project management talent. Our long-standing relationships go beyond transactions - we take the time to truly understand our clients, so when you're ready for your next move, we know exactly where your skills will make the greatest impact.

Development & Client-Side Project Management

With a specialist focus on client-side project management and development, we recruit talent at every level - from junior positions through to director roles.

Project management and development roles we recruit include:

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

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

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

Our Expertise

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.

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.

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.



Recruitment Services

Flexible Recruitment Services

We specialise in building the next generation of development and client-side project management teams. From permanent employees to contractors and executive hires, we connect leading consultancies, developers, and corporate real estate groups with top talent to deliver projects that shape Australia's future.

Temporary & Contract Recruitment

The property and development landscape is fast-moving, and flexibility is critical. Our contract recruitment solutions give you the ability to scale your project teams up or down as needed. Backed by a strong network of vetted professionals, we ensure you have immediate access to talent that keeps projects on track.

Permanent Recruitment

Great projects start with great people. We partner with our clients to secure and retain the best project managers and development professionals — cost-effectively and sustainably. With strong ties to the built environment through associations like CIBSE, and a trusted community of professionals, we provide career guidance to candidates and real-time market insights to employers.

Executive Search

Some of the best leaders aren't actively looking. That's why our executive search service goes deeper — using research, market mapping, and profiling to uncover top-tier project management and development leaders. With proven methods and industry knowledge, we help you secure the talent that drives projects forward.

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 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.

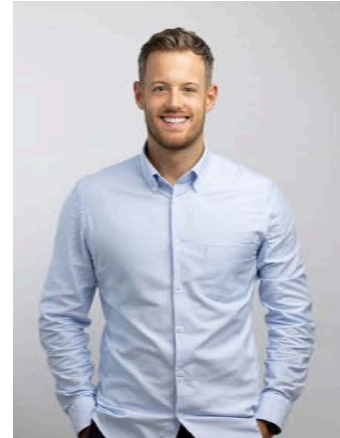


Our Team



Lewis Phillips

SENIOR RECRUITMENT CONSULTANT
CLIENT-SIDE PROJECT MANAGEMENT



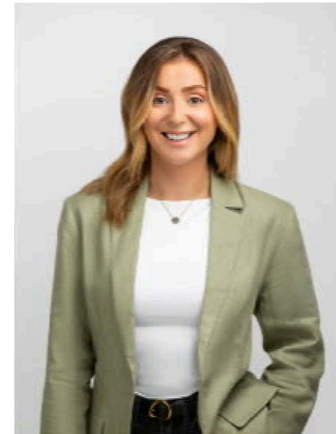
Jack Foster

MANAGING DIRECTOR



Gareth McCafferty

DIRECTOR



Millie MacDonald

SENIOR RECRUITMENT CONSULTANT
ARCHITECTURE & INTERIOR DESIGN



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





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