



Northcote
MECHANICAL & ELECTRICAL RECRUITMENT

CLIENT GUIDE · CONSULTANCIES

Recruiting with Northcote

Permanent recruitment of building services and data centre design teams for consultancies.



Who we are

Northcote M&E is a specialist mechanical and electrical recruitment agency. We recruit in building services and data centres, so we understand design roles, professional development and the projects your teams deliver.

Why consultancies work with us

Matched by scope, not title

We assess what each engineer actually designs, leads and signs off.

People who aren't looking

We approach strong engineers directly, with a clear reason to consider your role.

Your opportunity, sold well

We present your projects, sectors, team and progression: what makes engineers move.

Short shortlists

A few well-matched candidates, each with our summary of how they fit.

Where we specialise

Building services

Mechanical and electrical design across commercial, residential, healthcare, education and mixed-use projects.

Data centres

MEP design teams for hyperscale, colocation and enterprise data centres, from concept to commissioning.

Building services and data centre specialists

Every engineer we put forward has been screened by us and checked against your brief.



Roles we place

Permanent staff in our two markets, from graduates to directors.

Data centres

Electrical

HV and LV power engineers; UPS and generator engineers

Mechanical

Cooling engineers for chillers, air handling and liquid cooling

Design leadership

Data centre MEP leads and design managers

Commissioning

Commissioning managers and engineers

Technical and digital

BIM coordinators and Revit technicians

Building services

Electrical

Electrical design engineers; lighting, fire alarm and security designers

Mechanical

Mechanical and HVAC design engineers; heat pump and low-carbon specialists

Sustainability

Energy and sustainability engineers; BREEAM and net-zero advisers

Project and client-side

MEP project managers; commissioning managers; M&E clerks of works

Technical and digital

Revit and BIM technicians, coordinators and managers; CAD technicians

Every level, in both markets

Graduate

Design
engineer

Senior

Principal /
lead

Associate

Associate
director

Director

Don't see the role you need? Email tom@northcoteme.com and we'll tell you honestly whether we can help.



How we work

We stay involved from your first brief until your new engineer is settled, so your team can stay focused on design.

1

Your brief

A 30-minute call with your discipline lead.

2

Headhunt and search

Direct approaches, our network and referrals.

3

Technical screening

Scope, projects, software and chartership tested.

4

Your shortlist

2–3 candidates, usually within 10 working days.

5

Interviews and test

Arranged, with candidates fully prepared.

6

Offer and references

We manage the offer and take references.

7

Notice to start

Regular contact through the notice period.

8

Aftercare

Check-ins at week 1, month 1 and month 3.

How we assess design engineers

Scope and level

What they design, lead and sign off, matched fairly to your own levels.

Project experience

Sectors, values and RIBA stages, with the projects closest to yours highlighted.

Technical skills and software

The design work they handle, and the software they use every week.

Professional status

Chartership route with CIBSE, IET or EI, checked on the institution's register.

Motivation and fit

Why they want to move, what they want next, salary, notice and working pattern.

Consent and references

Put forward only with their agreement; two references before an offer is confirmed.



What we need from you

A detailed brief helps us present your role well. A 30-minute call with the discipline lead or director usually gives us everything we need.

We'll ask about	Why it matters
Discipline, level and why the role is open	So we target the right scope of experience
Sectors, live projects and RIBA stages	Engineers move for the work; good project detail attracts good people
Essential software and technical skills	So we only send people who can do the job from day one
Chartership: essential, or on the route?	Widens or narrows the market, and affects salary expectations
Salary, package and hybrid working	So expectations are set early, with no surprises at offer stage
Progression, mentoring and chartership support	Often what persuades a strong engineer to move
Interview stages and any technical test	So we can prepare candidates and keep them engaged

During the process, we'll ask you to

48 hrs

Give feedback on CVs, and on interviews within 24 hours where possible

Hold slots

Keep interview times free, including for any technical test

In writing

Confirm offers in writing promptly

Strong engineers get counter-offers

Moving quickly, with a clear and complete offer, is the best way to secure the engineer you want.



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Our commitments to you

Short shortlists

2-3 well-matched candidates per role.

First candidates

Within 10 working days for most roles; an agreed timescale for senior and specialist searches.

Candidate summaries

Every CV comes with our summary of how the candidate meets your brief.

Same-day follow-up

After every submission and every interview.

Confidentiality

We never approach your staff while working with you, or send a CV without consent.

Aftercare

Check-ins at week 1, month 1 and month 3, right through the 12-week guarantee.

Our guarantee

If a placed candidate leaves, or you let them go, within 12 weeks of starting, we'll find a replacement at no extra cost.

Fees

A percentage of first-year basic salary, payable on the start date, and nothing unless we place. Retained search is available for senior or confidential roles.

Talk to us about your team

tom@northcoteme.com

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