

bilagroup

About Bila Group

Bila Group is a specialist recruitment organisation providing executive search, permanent, contract and interim appointments throughout the world in the Construction, Infrastructure & Engineering industries.

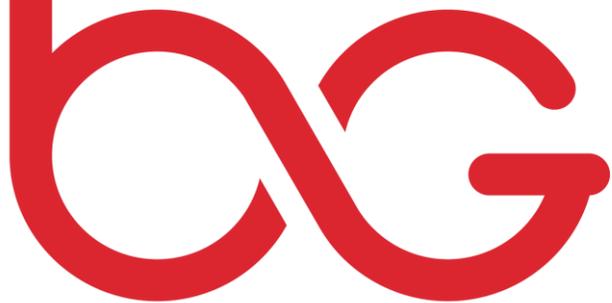
As a team of experienced headhunters we secure the best people for middle management and senior leadership appointments. Our expertise covers direct 360 recruitment, as well as being experts in executive search. We pride ourselves on the ability to resource for large team projects at critical speed, providing value-added services to all clients and candidates we work with.

We've successfully delivered many high impact executive searches for single and large project appointments at some of UK's and the world's largest Construction, Infrastructure & Engineering organisations.



Specialist areas we place into:

- High end executive search
- Permanent way track
- Train control
- Railway communications
- Railway operations and maintenance
- Rolling stock
- Structures
- Earthworks
- Tunnels
- Stations
- Drainage / utilities
- Depots
- Electrification and signalling



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David has helped me with looking for my next position on several occasions. I've always found him to be very professional and helpful. His knowledge of the sector really helps, in securing the right role. I would highly recommend David and his team to help you find your next opportunity.

Samantha Wadsworth - Project Director, Brent Cross Thameslink at (Regional Enterprise) Limited

Bila-Group have been extremely professional throughout a complex recruitment process and really ensured they had a thorough understanding of each parties' requirements and aspirations. They conducted negotiations thoroughly and with the utmost respect, openness and professionalism. I would certainly recommend them for any recruitment assignments and I will certainly ask them to represent my interests for any future resource sourcing.

Matthew Game ChPP MAPM - APM Chartered Project Professional at the Urban Growth Company

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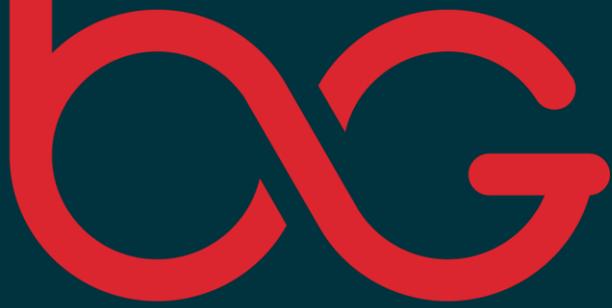
Bila Group have always been extremely helpful and professional in our business dealings. They've been supportive and provided experienced knowledge and advice when needed. I'd therefore thoroughly recommend David and the Bila Group team for any future recruitment needs.

Alistair Hitchcock - Technical Director at Capita Real Estate and Infrastructure

David is a conscientious recruitment consultant who works hard to match up and coming business leaders with business requirements. He's attentive to client and prospective candidates alike, always maintaining great enthusiasm and energy. The Bila Group team works hard to deliver and are much appreciated as a source of expertise within the construction sectors.

Cameron Cromwell - Executive interim specialising in business transformation and rapid improvements, programme and major road recovery

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David is the most outstanding recruiting professional that I've ever come across and would whole heartily recommend.

Himself and his team work hard and are constantly willing to go the extra step to ensure the client and candidate's needs are fully satisfied. He has a proven ability to settle candidates quickly during interviews, which allows them to perform to the best of their ability.

David poses relevant standard and non-standard questions during these discussions to allow both technical and management staff to assess the suitability of candidates comprehensively especially in construction sectors.

They have a good knack of knowing specialist skills of professionals and preparing an assessment that's suitable for the functions they're aiding clients on.

Manoj Gupta – Global Head of Rail at Waterman Group ”

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I've had the pleasure of working with David for several years. From my personal experience, I can say he's extremely competent and knowledgeable of the market. Hard working, intelligent, and a true gentleman to deal with.

He's also honest, and does what he says he will, when he says he will. He's someone who gets results and continually strives to achieve the highest standards in all that he does. I have absolutely no hesitation in recommending him and his team at Bila Group, and I look forward to maintaining our relationship over the coming years.

RAM Engineer at Rail for London Ltd

I've worked with David on several occasions over the past 7+yrs he's become a trusted friend and mentor. David has the highest standards, demonstrating a moral and professional standard second to none. I have the utmost respect for David and would recommend Bila Group to anyone seeking a high-level placement. He lives and breathes professional business, and his success is awarded through hard work and determination.

Neil Weston– Lean 6S Improvement Specialist ”

Our talent attraction capabilities



Our sales and marketing teams are able to attract candidates using the following methods:



Job advert posts on our Facebook pages.

We currently have **5,000+** followers and likes across the group.



Job advert posts across all our LinkedIn accounts.

We currently have **140,000+** followers across the group.



Job advert posts on our Instagram accounts.

We currently have **17,000+** followers across the group.



Tweets on new roles are promoted on our Twitter accounts.

We currently have **4,322** followers across the group.



LinkedIn candidate sourcing. Our Recruiter licences give us the ability to talent pool and source candidates via InMail messaging and job postings.

This provides us with ROI on activities to ensure visibility to all our job posts.



We have market leading CRM system technology with more than 100k readily available candidates from multiple disciplines. This tracks all candidate contact to ensure GDPR compliance.



Job posts across all our **18 websites**, which collectively receive **250,000 visits** per year.

All our websites have dedicated server hosting for additional security.



All jobs posted on our websites are also automatically pulled through and shown on Indeed's job site via XML feeds we've previously established.

Indeed has **250M web visits** a month.



All the job boards developed for our websites are build in accordance with Google for Jobs search criteria, and best practice SEO, to be easily found in search results.



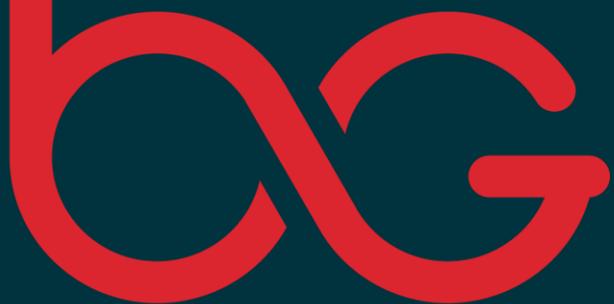
We have access to extensive networks of contacts we can email directly to encourage numerous referrals.

All our email contacts are GDPR compliant.



Our group has a gender split of 56% male and 44% female.

Many employees within our partners are from different country locations and collectively across the group speak 10 languages.



James Caan CBE

Chairman

Having founded Recruitment Entrepreneur in 2013, former Dragons' Den star and serial entrepreneur, James Caan CBE plays a pivotal role in shaping each business within our group portfolio. [Click here to see James's biography.](#)

James has been in recruitment for over 30 years and invests in recruitment companies of all sizes across various geographies and sectors. Alexander Mann, his first recruitment business, sold in 2013 for £260 million. His second recruitment venture, Humana International, grew to 140 offices across 30 countries. His third sale was a collection of six recruitment companies to Graphite Capital in 2014 for £100m.

As Bila-Group's Chairman, James takes an active role in the business process, working closely with the Recruitment Entrepreneur team to support all portfolio partners. His hands-on approach and mentoring enable us to learn from his considerable experience in running successful and scalable recruitment businesses.

With over three million followers, James was named LinkedIn's second most influential voice of 2019. His global network, both online and offline, assists us in attracting the best talent, clients and candidates to each of our businesses.





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Thank you..

We look forward to speaking with you soon.