

Case Study

How we helped CBRE hire the right Shift Engineering roles against a salary cap.



Josh Earl

07983 562797

josh@invictus-group.co.uk

Engineering Maintenance

Background

The client required HVAP and Multi-skilled Shift Engineers but faced a major challenge: their end client had imposed a salary cap below the market rate with zero flexibility. This left them unable to attract candidates directly and reliant on agency support just to deliver.

The InVictus Solution

Recognising the salary restrictions, we took a creative approach to sourcing. Instead of limiting the search to data centre engineers (where salary expectations were above the budget), we targeted candidates from hospitals, pharmaceutical sites, and armed forces backgrounds, where skills were transferable and salary levels were more aligned.

To maintain quality, we ran a comprehensive vetting process, including full interviews with each candidate before submission, ensuring only the most suitable individuals were presented. This gave the client confidence that every CV received had been thoroughly assessed for both technical capability and role fit.

The Outcome

By widening the talent pool and carefully vetting candidates, three successful placements were made. Two of the appointed engineers came from hospital backgrounds, demonstrating the effectiveness of looking beyond traditional talent sources. The streamlined approach also meant the client achieved a 50% interview-to-placement ratio, a strong result given the salary constraints.



Breaking it Down

- ✓ Understood the scope of the job and its constraints on the client
- ✓ Compiled a list of transferable skillsets from different backgrounds to meet the brief
- ✓ Provided a one-stop-shop for the vetting process as everything came through Josh
- ✓ Josh conducted full interviews with candidates before submitting their CVs
- ✓ 3 placements were achieved through this process, 2 from hospital backgrounds

Ready for your success story?

Our Engineering Maintenance division supports clients with reliable, flexible staffing solutions to keep operations running smoothly. From short-term cover to large project teams, we provide fully vetted professionals at speed, ensuring compliance, reliability, and minimal downtime across your sites.

[Explore our solutions >](#)

Results



Interview-to-Placement Ratio: 50%

Of the 6 interviews, 3 resulted in placements



Successful Recruitment Methodology

2 placements came from hospital backgrounds



One-Stop-Shop

Interviewed all candidates personally before submitting CVs

Testimonial

Josh has been a star for me, getting me multiple interviews and promotional roles whenever I have been ready to move. Communication has always been spot on and the variety of options he has given me has been great. Now in a position as a hiring manager, working with Josh and InVictus has been a great experience, landing multiple engineers through the company. Definitely up there with the best in the industry.

Engineering Manager | CBRE