

Case Study

How we helped LSH build a property management team during rapid growth.



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Background

After a series of new client wins, the business needed to expand its Property Management team quickly, hiring five roles from Surveyor through to Associate Director. One of the main challenges was a lack of candidates in their space because of strong competition from firms with more competitive packages.

The InVictus Solution

We met with the client to gain a clear picture of their team structure and recruitment gaps. From this, we developed tailored job adverts for each role and set up a dedicated delivery team to manage the project.

Every candidate was met and vetted in person to ensure alignment with the client's vision, with detailed briefing notes highlighting their suitability and motivation for joining. Alongside this, we proactively went out to market to secure DE&I talent that would bring additional value to the team.

We also supported candidates throughout the interview process, prepared them thoroughly, and managed the offer stage closely to ensure a smooth and successful outcome.

The Outcome

Within just two months, all five roles were filled. The business was able to meet the demands of its growing portfolio without delay, and three of the new hires came from DE&I groups, strengthening the team's breadth of experience and perspective.



Breaking it Down

- ✓ Understood the client's team structure and the gaps they needed to fill
- ✓ Worked alongside the client to create specific job ads for all available roles
- ✓ Curated a team to work with Tam to find the right candidates for each role
- ✓ Focused on DE&I candidates who could bring something extra to the role
- ✓ Vetted and met all candidates to ensure the client's vision was accurately presented

Ready for your success story?

Our Property & Surveying vertical helps clients build high-performing teams across surveying, property management, and asset management. We tailor recruitment to your business needs, delivering talent that strengthens portfolios, drives client satisfaction, and supports long-term growth, both now and into the future.

[Explore our solutions >](#)

Results



Reduced Time to Fill

All roles were filled within a 2 month period



DE&I Candidates Hired

3/5 candidates hired came from DE&I backgrounds



100% Satisfaction

All candidates placed are still in their positions today

Testimonial

We were impressed with the tailored approach to this project. Every candidate came with a clear profile and briefing notes that showed why they were motivated to join us. The preparation and support provided throughout the interviews and offers made the process seamless and effective.

Head of Commercial Property Management | LSH