



At Energi People, we are passionate about connecting exceptional talent with innovative companies within the Built Environment. For over 20 years, our mission has been simple: to help our clients stay at the forefront of their field by finding the right candidates who can help drive their business forward. For us, recruitment is not just about filling positions - it's about building long-term partnerships with both our clients and candidates.

As professionals, we understand the importance of finding the perfect match for each project, and we take a consultative and personalized approach to ensure that both our clients and candidates achieve their goals. Our experienced recruiters are dedicated to finding the best talent in the market, and our extensive network and innovative recruitment strategies enable us to do so.

Our focus is on building lasting relationships, not just making sales. Partnering with us means gaining a competitive advantage and winning new business - but more than that, it means joining a passionate and dedicated community that is committed to driving progress and innovation.

Design Consult

In March, Energi People conducted a survey amongst a number of design professionals on our database and asked them a few questions about the design market from their perspective. The questions we asked were as follows:

- Name the top 5 consultancies in order of choice of employer?
- Thinking of the above - who would you rate in order of reputation?
- List in order of how you perceive they remunerate their staff in the current market? (Salary and Benefits)
- List in order of how well you think they look after their employees?
- List in order of which consultancy you most associate with Data Centre projects?
- What is the biggest factor that makes an employer attractive?
- What would be the biggest reason for you to move/change roles?
- How important is the offering of wellbeing with a company?

The survey was sent to 826 professionals and the following is a summary of the data we received.



We asked our professionals to name the top 5 consultancies in order of choice of employer? This is how they voted.



The top 10 looks like this:

- | | |
|-----------------------------|-----------------------|
| 1. WSP - 32% | 6. Buro Happold - 13% |
| 2. AECOM - 28% | 7. Parsons - 12% |
| 3. Atkins Realis - 22% | 8. EGIS/WME - 8% |
| 4. Jacobs Engineering - 16% | 9. Cundall - 7% |
| 5. Arup - 13% | 10. Ramboll - 6% |

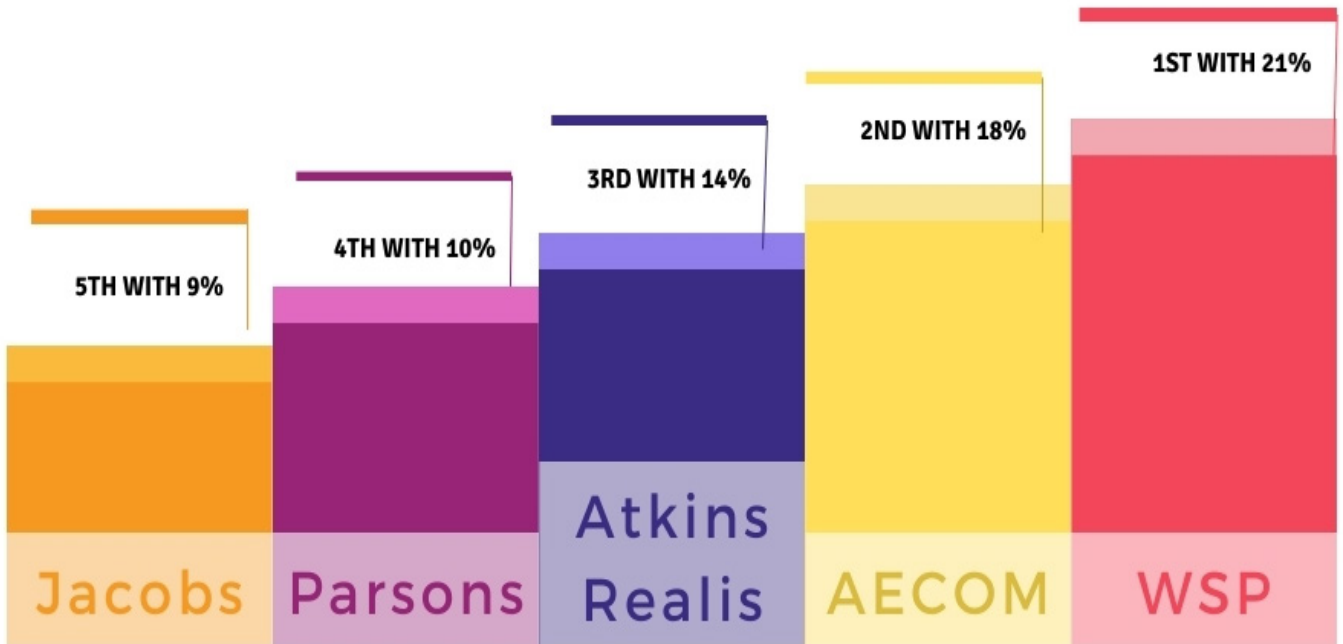
Thinking of the top consultancies, we asked our professionals who they would rate in order of their reputation in the current market?



The top 10 looks like this:

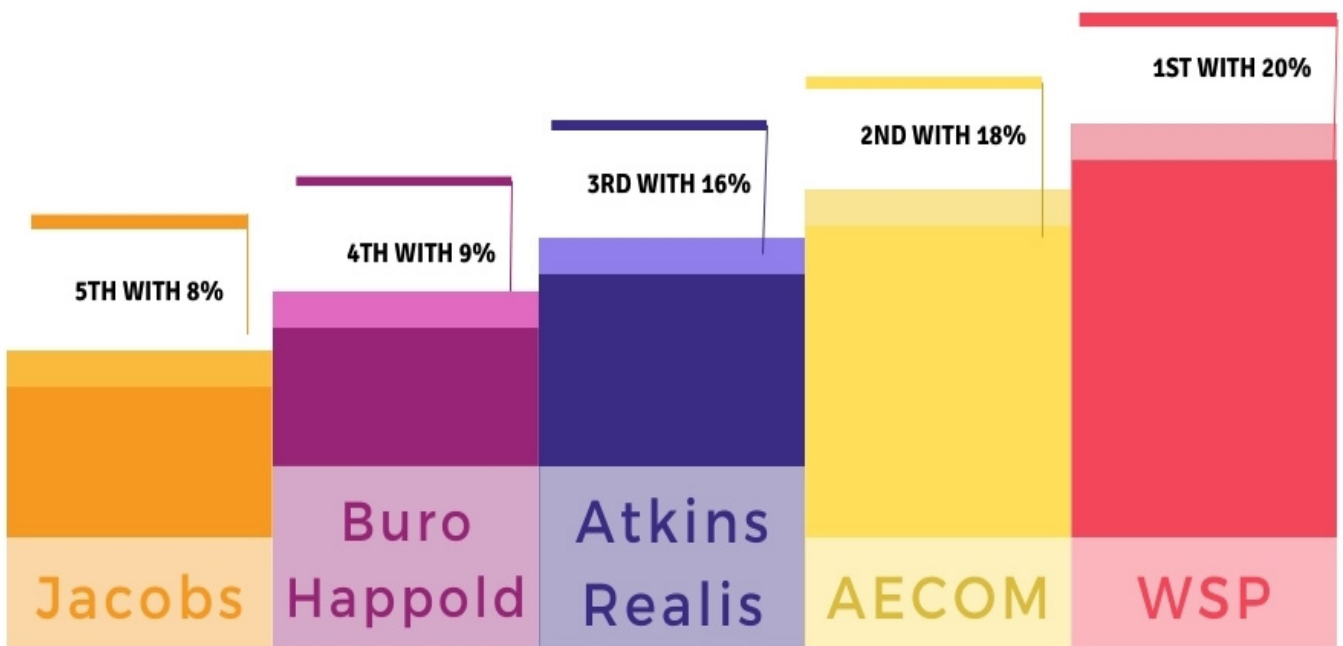
1. WSP - 31%
2. AECOM - 26%
3. Atkins Realis - 21%
4. Jacobs Engineering - 14%
5. Arup - 11%
6. Parsons - 11%
7. Turner & Townsend - 11%
8. Buro Happold - 9%
9. EGIS WME - 8%
10. Ramboll - 8%

We asked our professionals, which consultants did they perceive to remunerate their staff well - both salary and benefits wise.



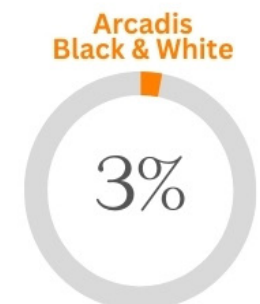
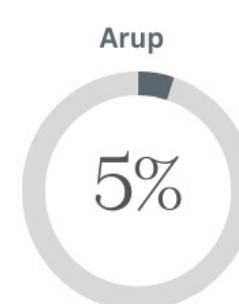
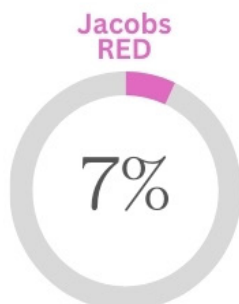
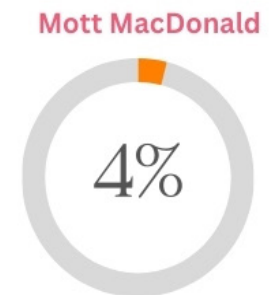
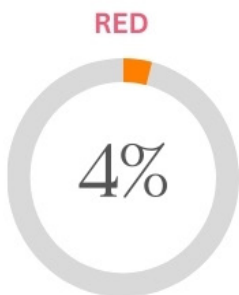
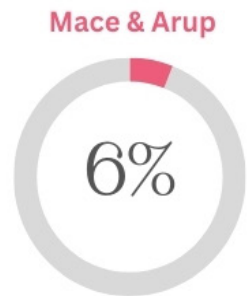
- 1. WSP - 21%
- 2. AECOM - 18%
- 3. Atkins Realis - 14%
- 4. Parsons - 10%
- 5. Jacobs Engineering - 9%
- 6. Arup - 7%
- 7. Buro Happold - 7%
- 8. Egis WME - 6%
- 9. RED - 4%
- 10. Black & White - 4%

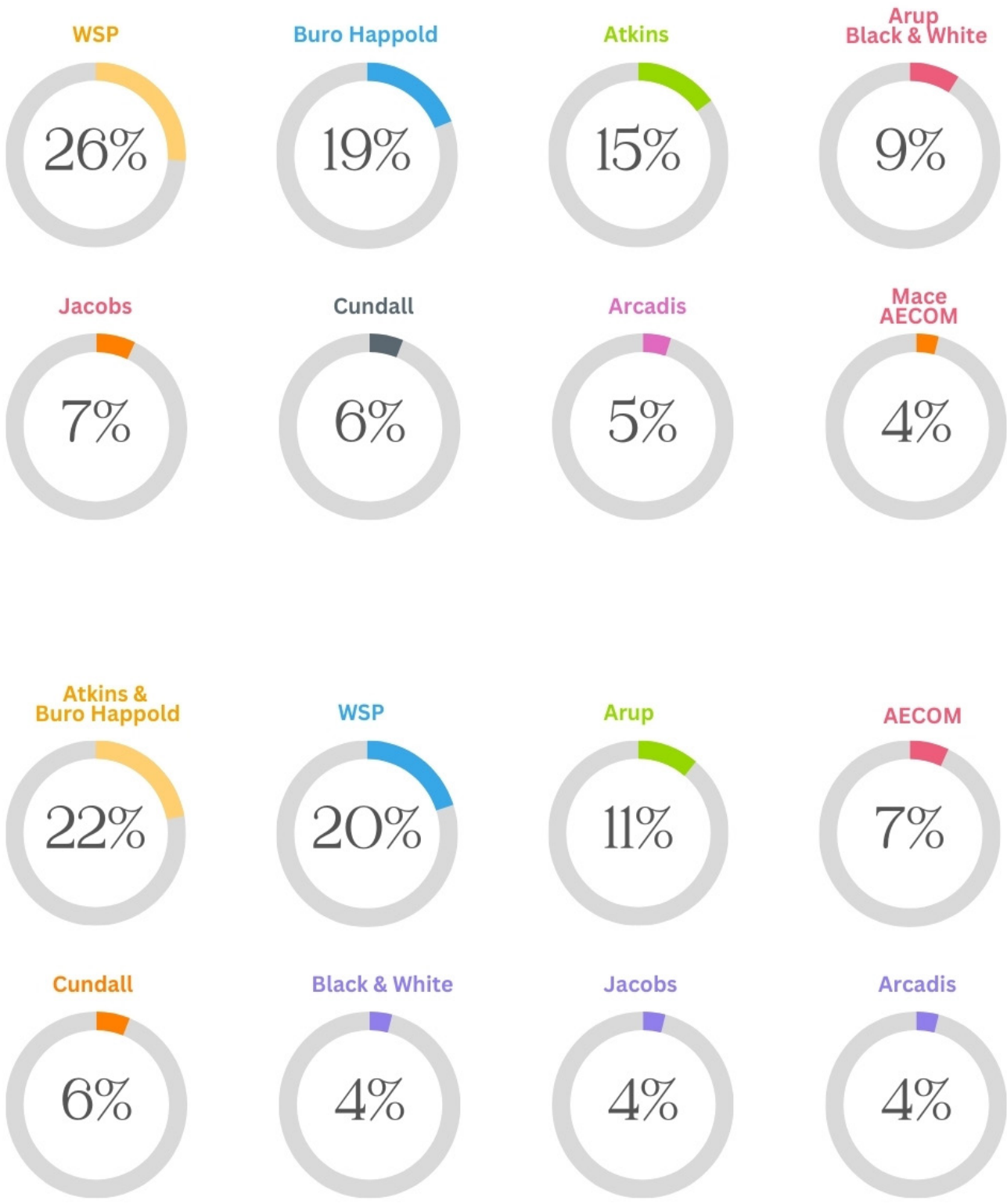
We also asked our professionals, who they perceive to look after their staff? (Wellbeing)



- 1. WSP - 20%
- 2. AECOM - 18%
- 3. Atkins Realis - 16%
- 4. Buro Happold - 9%
- 5. Jacobs - 8%
- 6. Arup - 7%
- 7. Parsons - 7%
- 8. Black & White - 6%
- 9. RED - 4%
- 10. Egis WME - 5%

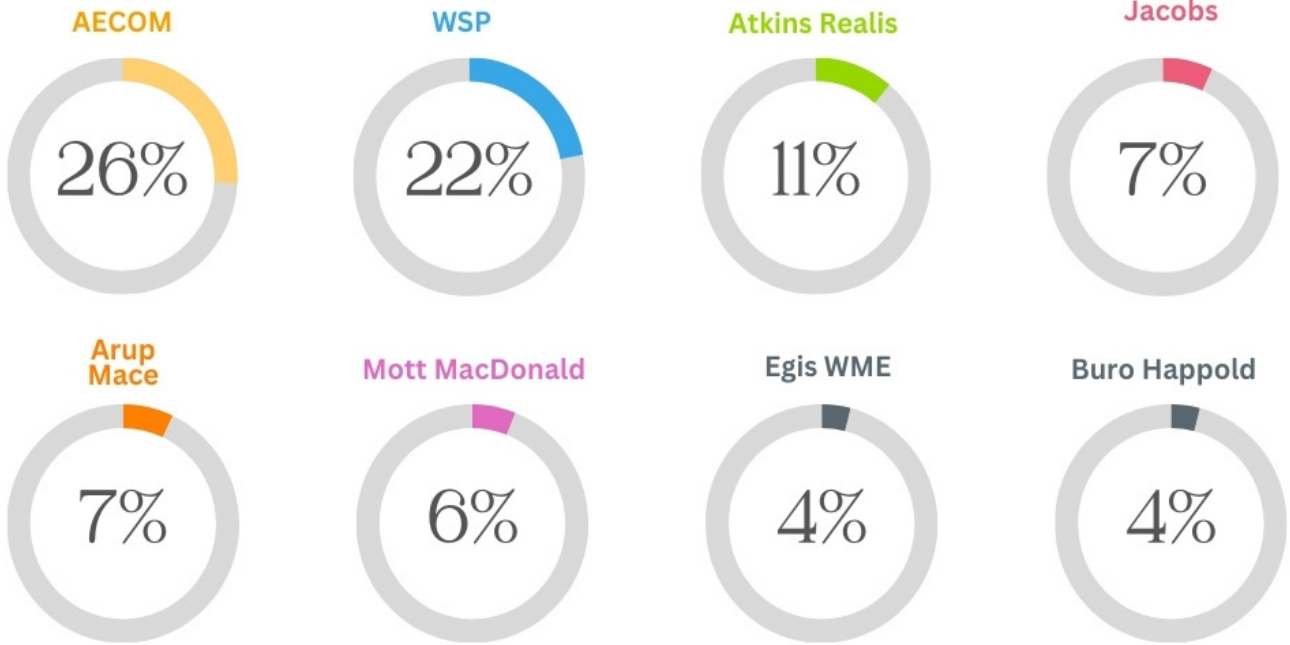
What is the biggest factor that makes an employer attractive? Thinking of the top consultancies, these were the professionals perceptions on selected criteria:





As staff wellbeing and work-life balance have increased in priority for candidates, companies have a prime opportunity to attract and retain top talent by embedding these values into their corporate culture and policies. Organisations should focus on creating a supportive work environment that fosters mental and physical health, offers flexible working arrangements, and encourages regular breaks/holidays to recharge. Additionally, implementing programmes such as wellness initiatives, and family-friendly policies can significantly enhance employee satisfaction and loyalty.

By openly promoting these benefits and making them a core part of the employer brand, companies can distinguish themselves in the competitive job market as employers of choice who genuinely care about their employees' overall well-being and work-life harmony.



We have all heard “Its a candidate short market”, “Its a Skills Short Market”, “We can’t find good candidates”. So what would make someone want to make that move?

We asked our professionals about their reasons, a better salary, benefits and work-life balance, care about their staff well-being, the culture and reputation of the consultancy and the projects they work on with the career development on offer. We asked them to rank them in order of importance. This is what they had to say...



- 50% said a better salary was very important
- 42% said it was Important
- 5% said it was not important at all
- 3% said it was somewhat important

Very Important



Important



Somewhat Important



Not Important



- 63% agreed this was very important
- 26% agreed it was Important

- 11% agreed it was somewhat important
- 0% said it was not important at all

Very Important



Important



Somewhat Important



Not Important



- 59% said wellbeing was very important
- 32% said it was Important

- 9% said it was somewhat important
- 0% said it was not important at all

Very Important



Important



Somewhat Important



Not Important



- 40% said this was very important
- 37% said it was Important

- 8% said it was somewhat important
- 5% said it was not important at all

Very Important



Important



Somewhat Important



Not Important



- 47% said this was very important
- 34% said it was Important

- 16% said it was somewhat important
- 3% said it was not important at all



01

WSP

18% of the votes

02

AECOM

With 14% of the votes

03

Black & White

With 11% of the votes

04

Jacobs

With 10% of the votes

05

Atkins Realis

With 9% of the votes

The top 10 looks like this:

- | | |
|-----------------------------|------------------|
| 1. WSP - 18% | 6. RED - 9% |
| 2. AECOM - 14% | 7. Parsons - 11% |
| 3. Black & White - 11% | 8. Sudlows - 7% |
| 4. Jacobs Engineering - 10% | 9. Cundall - 7% |
| 5. Atkins - 9% | 10. Arup - 6% |

The UAE Design Market Perception survey paints a picture of a vibrant and competitive landscape where reputation, employee satisfaction, and strategic opportunities play pivotal roles in shaping the industry's future. For design consultancies operating within this market, understanding these factors and how they influence perceptions can be critical in securing a competitive edge. The survey explored various factors including remuneration, company culture, scope of projects, and career development opportunities.

The diversity of firms listed as preferred employers suggests a dynamic and competitive environment within the UAE design market. Consultancies that are able to distinguish themselves through exceptional projects, robust career paths, and strong company cultures are more likely to attract and retain top talent.



James Mowat

James is a Director at Energi People with over 15 years of recruitment experience in the built environment, in particular MEP Building Services Engineering across the whole project lifecycle, within the UK, MENA & APAC regions. His experience includes recruiting teams of engineers across the full project lifecycles on some of the world's most iconic buildings; NEOM, Qadiyya, The Line, The Burj Khalifa, Dubai Airport, SIDRA Medical & Research Centre in Qatar and Facebook Hyperscale Data Centre in Singapore to name a few.

James is also responsible for driving Energi People's values, and services to clients across the globe, including 360 recruitment - contingency, retained and headhunting - whilst leading the company's permanent recruitment team. As a testament to James' reputation and experience in the MENA MEP sector, James was a Judge for the 2022 & 2023 MEP Middle East Awards & at the 2023 CBN MEP Middle East Awards.



Jocelyn Raborar

Jocelyn is a Senior Talent Consultant at Energi People and is a real asset to the company. She has over ten years experience in recruiting, having worked at an International Consultancy firm as an internal Talent Acquisition professional. Jocelyn was part of the pioneer team from the Shared Services in Manila and was instrumental to the growth of the local HR team supporting various regions. Jocelyn supported the recruitment activities across Middle East, United Kingdom and Asia markets across all levels of roles. Over the years, she has acquired a wealth of experience in recruiting for roles across all Design & Engineering, Project management, Cost and Commercial management and other support roles.

Jocelyn also lead a team of Recruiters and Administrators to support the growth of the UK business, attract direct application and drive down the cost of hire. Historically, Jocelyn worked for a UK based company recruiting for Filipino medical health professions deploying in NHS. Now Jocelyn is an integral part of the Building Services Design Engineering group with a focus on MENA and the APAC market.

Cecilia Akyuz, Previous HR Manager, Stantec

I have had the pleasure of knowing James for over 10 years, as he was a recruitment partner during my time with Stantec in the UAE and I have kept in touch ever since. He quickly proved himself a very valuable asset to us with his excellent knowledge of the MEP industry and vast connections. He provided numerous, referenced, highly skilled engineers for hard to source roles on very key projects across the UAE and Qatar. James is honest, diligent, friendly, very professional & always delivers what he promises.

Partner & Managing Director MENA at CUNDALL

James is a diligent and committed individual. He takes great care in understanding his clients recruitment needs and places significant importance on finding the highest caliber staff. Working with James is always a pleasure.

Director of MEP

I've known James for a lot of years and have always found him to be knowledgeable, flexible and effective at sourcing quality candidates.

Business Services Director, RED Engineering

The expert team at Energi People have supported RED's recruitment process for over 10 years, taking great care in understanding our business and our recruitment needs, whilst placing significant importance on finding the highest calibre staff. Energi People have supported our growth by filling multiple key positions over the years within the UK, UAE and Singapore.

Joshua Heng, Director of MEP

James is highly organised and carefully filtered only the roles suitable for me both as a candidate and recruiter. His wide range of contacts allowed him to provide only the best companies and candidates to suit my needs.

I have worked with James for a number of years, both as a candidate and as a recruiter. James has always operated in an upfront and professional manner, whilst also remaining friendly and approachable, giving the confidence to approach him whatever your recruitment needs.

He offered open and honest advice during the recruitment process, allowing me to clear through the haze and be confident in my decisions.

James will be my first point of contact for any future recruitment needs, and I would not hesitate in recommending James should you be looking for candidates or a new position for yourself.





Bringing **technical** people together