



Here's something we've noticed after years in engineering recruitment: you're probably brilliant at running projects, but when it comes to planning your team? Well, that's often a different story.

Think about it. When you're planning a project, you've got everything mapped out. But when Dave from the BIM team drops his resignation letter on your desk? Suddenly it's all hands on deck, scrambling to find someone - anyone - who can use Revit.

Sound familiar? Don't worry, you're not alone.

Why Should you Care?

Let's be honest - engineering in 2025 is a different beast from what it was even a few years ago:

- Projects are more complex than ever
- Clients want everything yesterday
- Good people are about as easy to find as a cup of decent coffee at 5pm
- Your competitors are probably trying to steal your best staff right now

Think About It Like This - You wouldn't:

- Start a project without a plan
- Ignore risks until they blow up in your face
- Hope materials just show up when you need them
- Cross your fingers and hope for the best

So why do that with your most valuable asset - your team?

Your Permanent Squad.

These are your reliable regulars. They:

- Know where all the skeletons are buried (metaphorically, we hope)
- Stick around for the long haul
- Keep things running smoothly
- Know your clients inside out
- Are the heart and soul of your business

Your Contractor Crew

Think of them as your special forces. They:

- Swoop in with specialist skills
- Help you tackle those “Oh crikey” moments when projects pile up
- Bring fresh ideas from other companies (yes, even your competitors)
- Keep your costs in check when things get wobbly
- Stop your permanent team from burning out

The Money Bit (Because Let's Face It, That Matters)

Getting this right means:

- More flexibility when things change
- Happier clients (and happier finance directors)
- Better project margins
- Fewer stress-induced grey hairs

Making It Work (Without Losing Your Mind)

First Up: Where Are You Now?

- Take a good look at your team
- Figure out what's missing
- See what's coming down the pipeline
- Check out what other companies are up to

- Work out your permanent/contractor balance
- Figure out what skills you'll need
- Plan for when things go bonkers
- Set some goals

(Because Theory's All Well and Good, But...)

The Data Centre Drama

They needed to grow fast. Really fast. Instead of panic-hiring, they:

- Kept a solid permanent team
- Brought in contractors for the peaks
- Result? Projects finished faster, costs went down, and nobody had a nervous breakdown

The Infrastructure Incident

Work was up and down like a yo-yo. They:

- Built a strong core team
- Used contractors to flex up and down
- Ended up saving money and winning more work

1. Be Clever About It

- Keep an eye on who you've got
- Spot problems before they become disasters
- Watch what's happening in the market
- Plan ahead (revolutionary concept, we know)

2. Find Good People

- Build relationships before you're desperate
- Mix up where you look
- Get your permanent/contractor balance right
- Think bigger than your postcode

Keep an eye on:

- Whether projects are finishing on time
- If your bank balance is happy
- What your clients are saying
- If your team still likes coming to work

Look, we get it. Planning your team probably isn't the most exciting part of your job. But neither is trying to find a senior engineer at 4:30 on a Friday when you've got a project kicking off on Monday.

In 2025, the engineering firms that are going to thrive are the ones that plan their teams as carefully as they plan their projects. It's not rocket science (unless you're actually building rockets, in which case, it might be).

We're Energi People. We help engineering companies find the right people, at the right time, without the usual recruitment headaches. We know our stuff, we tell it like it is, and we actually care about getting it right.





Bringing **technical** people together