



Infraspec Career Guide

Schedule | Cost | Risk | Change

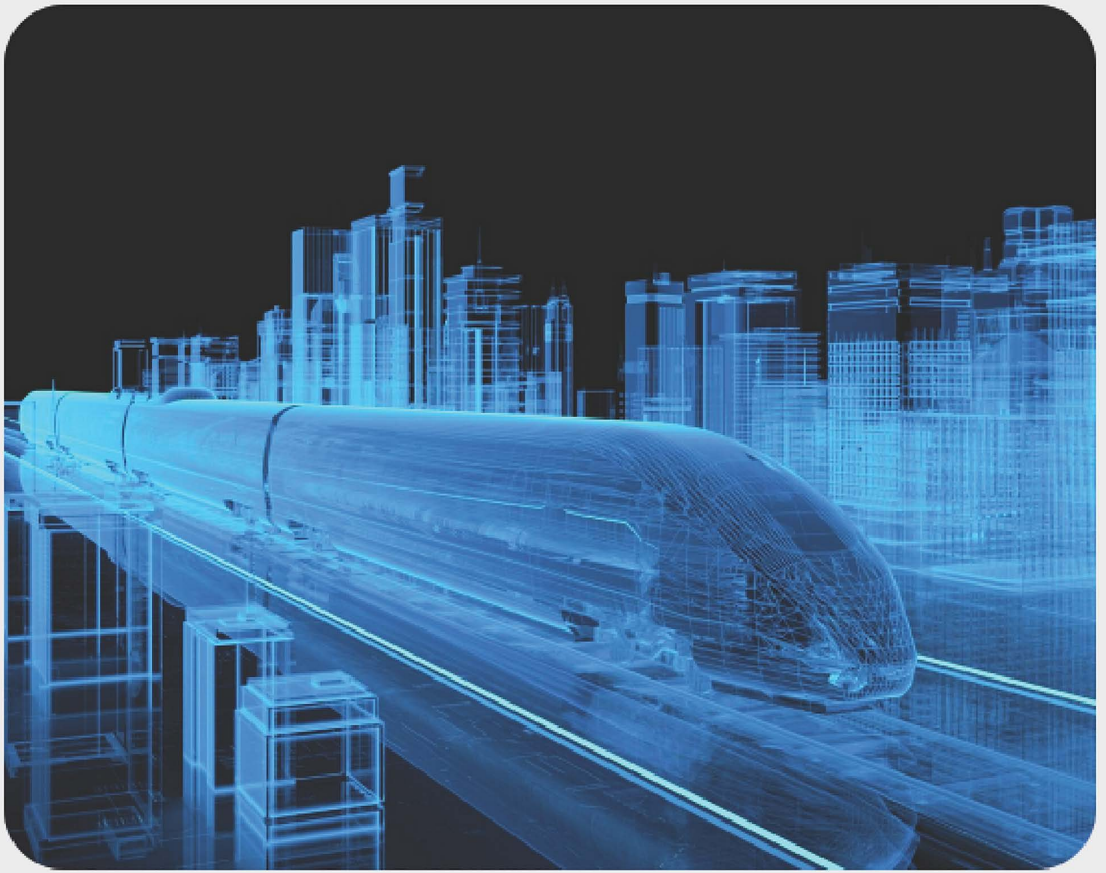


This Career Guide is built to give you clarity, confidence, and insight in a complex, fast-moving market. We don't operate as transactional recruiters; we act as long-term career partners, supporting you whether you're exploring opportunities or benchmarking your position.

Founded in 2017 by two co-founders with over 30 years of experience, Infraspac specialises in placing hard-to-find talent across construction, engineering, infrastructure, power, and renewables. Our expert team operates across Planning, Project Controls, Commercial, and Risk.

We focus on building relationships, understanding both candidate and client needs, and delivering outcomes across permanent, contract, and search assignments.





SECTOR COVERAGE

Energy & Power



Transportation

Government
and Defence



Construction and
Civil Engineering



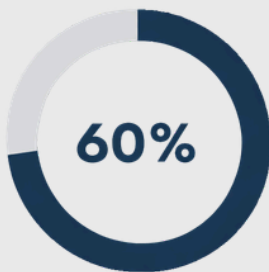
WHY PARTNER WITH US?

We are a specialist, relationship-led business — trusted, knowledgeable, and easy to work with. We prioritise long-term partnerships and meaningful stakeholder engagement.

With 75 years of combined experience, we understand market cycles, hiring trends, and where the best opportunities sit. We provide clear insight on companies, roles, and salary benchmarking.

Our APM-accredited team is technically strong across planning, project controls, cost, and risk, with deep knowledge of NEC4, FIDIC, and JCT contracts, allowing us to align you with the right opportunities.

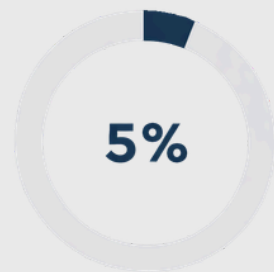
Through long-standing relationships with senior leaders, we give candidates access to strong opportunities, market insight, and timely feedback. From CV positioning to interview preparation, we support you at every stage with honest, consistent communication.



**passive candidate
attraction**



**networking and
referrals**



**industry paid
advertising**



WHAT WE CAN DO FOR YOU

Our approach is built around clarity, precision, and long-term positioning. We provide data-led career support to help you understand your value, navigate market complexity, and make informed career decisions.



CAREER GUIDANCE & PROGRESSION PLANNING

- Understand what success looks like at every level
- Identify the skills and experience needed for promotion
- Build a structured long-term career plan
- Benefit from 20+ years of sector expertise



SALARY BENCHMARKING

- Understand your true market value
- Benchmark against comparable professionals
- Access permanent salary and contract rate insight
- Negotiate with confidence using market data



CV OPTIMISATION

- Understand what clients like to see on a CV
- Highlight commercial impact and achievements
- Position experience against hiring requirements
- Show the value you bring to employers



INTERVIEW PREPARATION & COACHING

- Question preparation based on thousands of interviews
- Role-specific interview preparation
- Demonstrate commercial and stakeholder awareness
- Guidance from APM-trained consultants



MARKET INTELLIGENCE

- Stay informed on hiring trends
- Understand sector investment and demand
- Identify emerging skills shortages
- Plan the timing of your next career move



LONG-TERM PARTNERSHIP

- Ongoing career support and advice
- Specialists in Planning, Project Controls and QS
- Trusted guidance throughout your career
- Focused on long-term success, not just placement



HOW WE WORK

We take time to understand your goals, motivations, and programme exposure before discussing opportunities. This ensures every conversation is grounded in context, not assumptions.

Our approach starts with understanding before advising. We assess your career trajectory, the scale and complexity of programmes you've delivered, your commercial exposure, and the level of decision-making you operate at. This builds a clear picture of where you truly sit in the market.

We then map your capability against real market conditions, not job descriptions. This includes aligning your experience to demand, compensation, sector dynamics, and programme complexity, ensuring your positioning reflects both current value and future potential.

From there, we position you strategically. This is about more than a CV, it's how you articulate impact, frame your experience, and demonstrate commercial and risk awareness in a way that resonates with senior stakeholders.

Our focus is long-term. We operate across programme cycles, not hiring cycles, meaning you don't need to be actively looking to stay connected. We partner with you as your career evolves, not just when roles become available.

Across the market, investment, complexity, and demand continue to rise, while flexibility is becoming more structured. Navigating this effectively requires clarity, positioning, and informed decision-making at every stage.



MARKET OVERVIEW



The UK infrastructure and energy markets are accelerating, driven by sustained investment, rising complexity, and increased regulatory pressure. Demand for commercially aware, delivery-focused professionals now exceeds supply.

Programmes are not just growing in size but in complexity, with greater emphasis on governance, risk, and performance. Commercial awareness is no longer a differentiator it's a baseline.

The energy transition continues to drive demand, particularly across renewables, nuclear, and grid upgrades, with a clear need for professionals who have real programme delivery experience.

While hybrid working remains, many roles now require on-site presence during critical phases. At the same time, skills shortages persist across Planning, Project Controls, Commercial, and Risk especially for those able to operate at scale.

For professionals, market value is now defined by programme complexity, decision-making exposure, and strong commercial and risk capability.



You don't need to be actively looking to get in touch. Many professionals connect with us to understand the market, expand their network, or sense-check their position for when the time is right.

With over 20 years of experience, Infraspec specialises in planning, project controls, cost, risk, and change across infrastructure and energy. We help you understand where you sit in the market, how you're positioned, and what opportunities align with your progression.

Our approach is insight-led and relationship-driven, giving you access to real market visibility, honest benchmarking, and opportunities that match both your current capability and future potential.

To explore opportunities or discuss your next career move, please email your CV and request a confidential call with one of our team. We look forward to connecting with you.



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