




WAVE SEARCH

A background image of a smiling woman with blonde hair, wearing a headset, overlaid with a teal gradient.

# **A NEW WAVE OF CONSTRUCTION, ENGINEERING & SMART CITIES TALENT SERVICES**

**2023  
Company  
Overview**



**REC**

Corporate  
Member

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# About Us



Our world has seen rapid change in recent years, which has led to unprecedented transformation. Businesses around the globe are rethinking their roadmap and striving to stay relevant. This is where we thrive: enabling businesses to achieve their transformation goals and create growth through our three offerings, [Wave Search](#), [Wave DX](#) and [Wave OD](#).

Our Head Office is located at Discovery Park, one of the UK's leading Science and Innovation Hubs; we're part of a community that thrives on collaboration.

From here, we can help you cultivate high-performing teams on-demand, connecting you to a virtual bench of talent and the project resources required to achieve your ambitions and stay ahead of the competition.

“

**We know what it takes to deliver true transformation; It comes from your people.**

Gareth Jones  
Founder  
Wave Search

# Our Story



Boxing Day 2004, Gareth, the founder of Wave Search was staying on the National Marine Park, Koh Surin off the Andaman coast of Thailand. That fateful morning, following a huge earthquake in Indonesia, a Tsunami swept through the region killing thousands of people.

Koh Surin was hit hard by the Tsunami and despite being washed away in the waves, Gareth and wife Annie managed to survive against all odds.

11 years later, when Gareth and Annie founded the company, they named it Wave, in memory of this life changing event. Wave represents the resilience and spirit it takes to build something from the ground up, even in the most challenging times.

# Construction & Engineering Talent Experts

Our Construction and Engineering practice is dedicated to providing our clients with a specialist pool of talent, precisely tailored to meet the dynamic demands of the Middle Eastern construction and engineering landscape.

We understand that infrastructure and engineering development in the Middle East isn't just a trend; it's a strategic necessity that requires unparalleled knowledge and expertise.

Through our extensive network of industry professionals and subject matter experts, we seamlessly connect our clients with top-tier consultants who possess a profound grasp of the intricacies of construction and engineering in this region.

Our talent boast hands-on experience in critical areas such as Development, Construction, Civil Engineering, Project Management, Structural Design and Mechanical & Electrical Engineering.

We provide professionals that empower organisations to envision and actualize construction and engineering projects that align with global standards and regional necessities, seamlessly integrate cutting-edge engineering solutions, and make informed decisions that drive substantial progress throughout their projects. Our carefully chosen consultants bring a wealth of knowledge and practical insights to help companies execute their projects efficiently, mitigate risks, and capitalize on the boundless opportunities presented by the construction boom in the Middle East.

Whether you seek guidance on master planning of large-scale projects, efficient resource management, resilient infrastructure design, or the journey towards a future-proof built environment, our dedicated team can provide the talent and expertise to deliver bespoke solutions that empower your client's vision to thrive in an ever-evolving landscape.

Recent Construction & Engineering placements:

- Construction Director
- Development Director - Smart Cities
- Project Director

# Smart Cities Talent Experts

Our Smart Cities practice is dedicated to providing our clients with a specialist pool of management consulting talent, precisely tailored to meet the dynamic demands of the Smart Cities landscape.

We understand that Smart Cities development isn't just a trend; it's a strategic necessity that requires unparalleled knowledge and expertise.

Through our extensive network of industry professionals and subject matter experts, we seamlessly connect our clients with top-tier consultants who possess a profound grasp of Smart Cities' intricacies.

Our talent boast hands-on experience in critical areas such as Sustainable Urban Development, Smart Infrastructure, IoT (Internet of Things) Integration, Digital Transformation, and Resilience Planning.

We provide professionals that empower organisations to envision and actualize Smart City strategies that harmonize with global benchmarks and regulations, seamlessly integrate technology-driven solutions, and make informed decisions that drive substantial progress throughout their urban ecosystems. Our carefully chosen consultants bring a treasure trove of knowledge and practical insights to help cities reduce their environmental footprint, mitigate risks, and capitalize on the boundless opportunities presented by the Smart Cities revolution.

Whether you seek guidance on Smart City master planning, data-driven urban management, resilient infrastructure design, or the journey towards a digitally connected urban future, our dedicated team can provide the talent and expertise to deliver bespoke solutions that empower your clients city vision to flourish in an ever-evolving landscape.

Recent Smart Cities placements:

- Smart Cities Director
- Consulting Partner - Smart Cities
- Smart Cities Advisor
- Smart Cities Project Manager



# Sustainability Talent Experts

Our Sustainability practice offers our clients a comprehensive range of management consulting talent specifically tailored to meet the evolving needs of businesses committed to sustainable practices. We understand that sustainable development is not just a buzzword; it's a strategic imperative that requires specialised knowledge and expertise.

Through our extensive network of industry professionals and subject matter experts, we connect our clients with top-tier consultants who possess in-depth understanding and hands-on experience in areas such as Sustainability, ESG (Environmental, Social, and Governance), Climate, Decarbonization, and Net Zero initiatives.

We enable organisations to develop and implement sustainable strategies, align with international standards and regulations, integrate ESG considerations into their decision-making processes, and drive meaningful change throughout their operations. Our successfully placed consultants bring a wealth of knowledge and practical insights to help businesses reduce their environmental impact, mitigate risks, and seize the opportunities presented by the green economy.

Whether you require guidance on sustainability reporting, carbon footprint reduction, sustainable supply chain management, or transitioning to a net-zero future, our dedicated team is equipped with the talent to deliver tailored solutions that empower your organisation to thrive in a rapidly changing world.

Recent Sustainability placements:

- ESG Director
- Partner - Sustainability & ESG
- Sustainability Consultant



# Our Wider Expertise

Wave provide best-in-class talent and project services that empower our partners to deliver their transformation ambitions. With more than 20 years in the industry, we've built a vast network of professionals in the following areas:



DIGITAL  
TRANSFORMATION



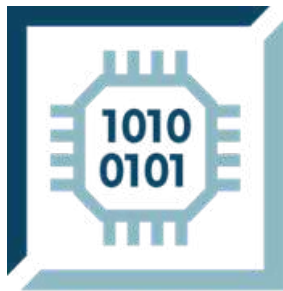
BUSINESS  
TRANSFORMATION



ENTERPRISE  
APPLICATIONS



AGILITY



DATA & AI



CLOUD



SUSTAINABILITY

Wave are experts at building project teams at every stage of transformation, whether you're a global consulting firm looking to deliver your clients next digital transformation initiative or an innovative start-up that needs the data and cloud talent to drive growth.

Our approach is focused on aligning an organisation's technology and talent with its business needs or project's aims so our clients can maximise their results and benefit from a true return-on-investment.



What impressed me was their rare mix of technical awareness, market knowledge and professionalism.

Rohit Bhal  
Principal S/4HANA Consultant  
Capgemini



# Facts & Figures



## Our Clients



virtusa



NORTH  
HIGHLAND



Working with Wave was a game-changer. Their ability to source top talent from our competitors helped us build my transformation practice swiftly and realise our strategy.

Managing Partner  
IBM

## In Numbers

> 12  
countries served

> 65  
project teams built

> 1,100  
successful placements

> 20  
years recruitment experience

> 25,000  
professionals in our network

# Global Reach

We take pride in our ability to supply top-tier global talent in the UK, Europe, Middle East and USA. We have deep understanding of local cultures, industries, and recruitment practices and strive to deliver unparalleled service and ensure that our clients have access to the best talent pool from around the globe.



- > UK & Ireland
- > Europe
- > Middle East
- > USA

In addition to our team at Discovery Park in the UK, we have delivery partners in London, Manchester, Poland & Germany.



# Client Services

We seamlessly partner with clients, offering a consultative approach that understands their business, strategy, and culture.

With a complete picture, we align talent needs with goals, conveying our clients' culture to candidates. Leveraging our extensive talent pool, we find top teams and individuals for diverse projects and executive roles.

Through rigorous market mapping and candidate selection, utilizing the latest technologies, we deliver high-quality professionals who hit the ground running and provide value from the outset.

We offer flexible models to suit any talent needs, including:

- Contingency Recruitment
- Executive Search
- Retained Assignments
- RPO & MSP Solutions
- Project Services
- Talent Advisory
- Talent Strategy
- Talent Dashboards
- Salary Benchmarking
- Market Mapping





# WaveDX

## High performing, low cost project services

Are you tired of the traditional consulting model that often comes with exorbitant costs and rigid structures? Do you struggle to find the right talent with specialised expertise to tackle your unique business challenges?

If so, WaveDX is here to challenge the consulting industry status quo and empower your organisation with unprecedented flexibility, efficiency, and cost savings.

How? We understand that every project requires a unique blend of skills and experience so we provide our clients with a virtual bench of experts, on-demand and cultivate high performing, outcome driven project teams tailored to your specific needs.

Get in touch to see how WaveDX can transform your project delivery process.

### Why use WaveDX?

**NICHE TALENT:** Say goodbye to the frustration of searching for specialized talent on your own. We have built an extensive network of professionals across various industries and domains, ensuring that you have access to the exact expertise required for your project. Our talent pool includes experts in areas such as consulting, advisory and technology.

**ON-DEMAND TEAMS:** With WaveDX, you gain the flexibility to assemble project teams quickly and efficiently. Whether you need a small team to tackle a short-term initiative or a larger group for a long-term project, we have the resources to scale up or down as needed. Our agile approach ensures that you have the right people working on your project at the right time.

**COST SAVINGS:** Gone are the days of bloated consulting fees. WaveDX disrupts the traditional model by eliminating the overhead costs associated with large consulting firms. We provide direct access to our niche talent pool, bypassing unnecessary intermediaries and passing the savings on to you. Enjoy high-quality consulting services at a fraction of the cost.

**TAILORED SOLUTIONS:** Your business is unique, and your consulting solution should be too. WaveDX takes a personalized approach to every engagement, meticulously crafting solutions that align with your goals, values, and industry landscape. We listen to your needs, understand your challenges, and tailor our expertise to deliver impactful results.



Wave has been cultivating relationships and networking within the global professional services community for over 20 years, providing our clients with the talent they need to achieve their transformation ambitions.

Gareth Jones  
Founder  
Wave Search





# WaveOD

## On-Demand Talent Platform

Are you tired of traditional talent acquisition and recruitment methods that consume valuable time and drain your budget?

If so, WaveOD is here to help. Our revolutionary digital talent platform designed to transform your recruitment process and accelerate your project delivery.

WaveOD is a cutting-edge solution that presents your organisation with a talent dashboard, unlocking a vast pool of niche talent at your fingertips. Gone are the days of sifting through stacks of resumes or conducting endless interviews.

Our platform streamlines the entire process, providing you with a seamless and efficient talent acquisition experience... On-Demand.

Get in touch to see how WaveOD can transform your project delivery process.

- > Access to your personalised Talent Dashboard full of niche talent ready for rapid project deployment
- > Reduce your time to hire
- > Reduce your resourcing costs
- > Optimize your talent selection process
- > Drive your project outcomes with on-demand talent





# Our Team

Our team represents decades of experience in recruitment, search and specialist project delivery. We have a stellar track record of building teams and supporting transformation.

We pride ourselves on building long lasting client and candidate partnerships based on trust and transparency that successfully deliver consistent, incredible results.



I love working for Wave Search because they foster a dynamic and supportive environment. Their commitment to excellence, innovative approach, and genuine care for both clients and candidates make every day rewarding.

Joe Christopher  
Principal Consultant  
Wave Search



Gareth  
Jones  
Founder



Annie  
Jones  
Director



Cal  
Doherty  
Director EMEA



Darren  
Butland  
Director ME



Joe  
Christopher  
Senior Consultant



Joe  
Parker  
Senior Consultant



Emily  
Turrell  
Senior Consultant



Claire  
Whiddett  
Head of F&A

# Our Values

Our story began because we survived something truly life-changing. Challenges and change are inevitable. It's how we handle them that defines us.

Even in the most challenging of times, there is an opportunity to build something unique and special, and find a new and better way forward. Our values represent how we do business

## > Collaboration

We welcome the exchange of ideas and work together to deliver our clients' ambitions and our own.

## > Resilience

We band together to overcome challenges, and find new and innovative ways of working. We don't fear change, we embrace it.

## > Empowerment

We're invested in a culture and environment where our people are empowered with ownership and trusted to deliver.

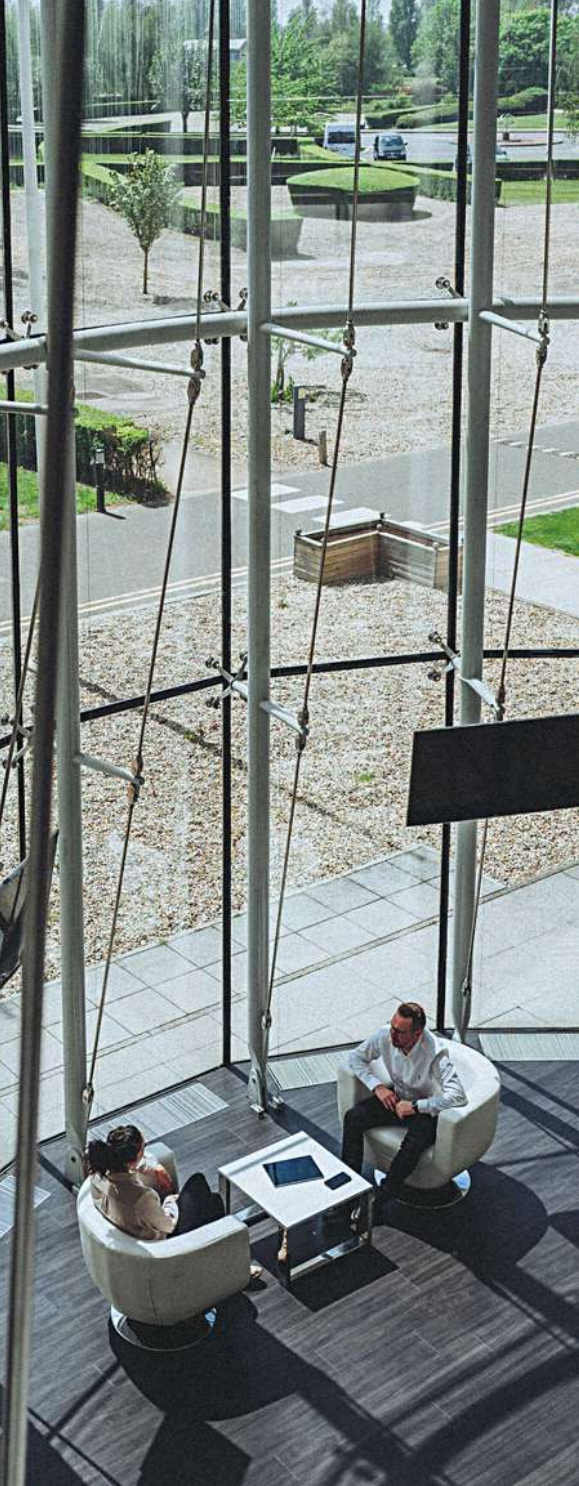
## > Entrepreneurialism

We're open minded and believe in doing things differently. We seize opportunities and actively seek change so we can always deliver better for our clients.

## > Diversity

We all see the world differently and that's a gift. We value fresh perspectives and welcome every voice.





# Memberships

In our quest to supply the highest level of service excellence to our partners and candidates, Wave Search is now proud to be a member of the REC (Recruitment & Employment Confederation).

Our membership will help ensure our end-to-end recruiting process adheres to all legal requirements, best practices and consistently provides the best experience and results.



We are also Cyber Essentials Certified which demonstrates our commitment to protecting against Cyber threats and safeguarding our clients and candidates' information.



# Recognition

**Best Strategic Partner Award 2022**  
TCS, Winner

**Best Small Company 2022**  
**Innovation Award 2022**  
Kent Business Awards, Finalist





# Case Study

## Building a high impact, scalable Sustainability team to accelerate the Net Zero agenda

### Challenge

To build a five-strong team of Sustainability and ESG consulting professionals to deliver a Sustainability strategy and transformation roadmap

### Solution

Wave was able to source, search and onboard the entire team in just 8 weeks. They defined the strategy and future operating model accelerating the end client towards a sustainable, carbon neutral organisation.

We assembled a team of Management Consultants (Manager and Senior Manager grade) with a mixture of relevant experience in ESG, Decarbonisation, Net Zero from other leading consulting firms.



Wave has been a great boost to our business, finding senior Sustainability & ESG talent, that helps our clients achieve their Sustainability ambitions

Global Managing Partner, ESG  
Tier 1 Management Consulting Firm



# Contact Us



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**We focus on the most important jobs in the world. Yours.**