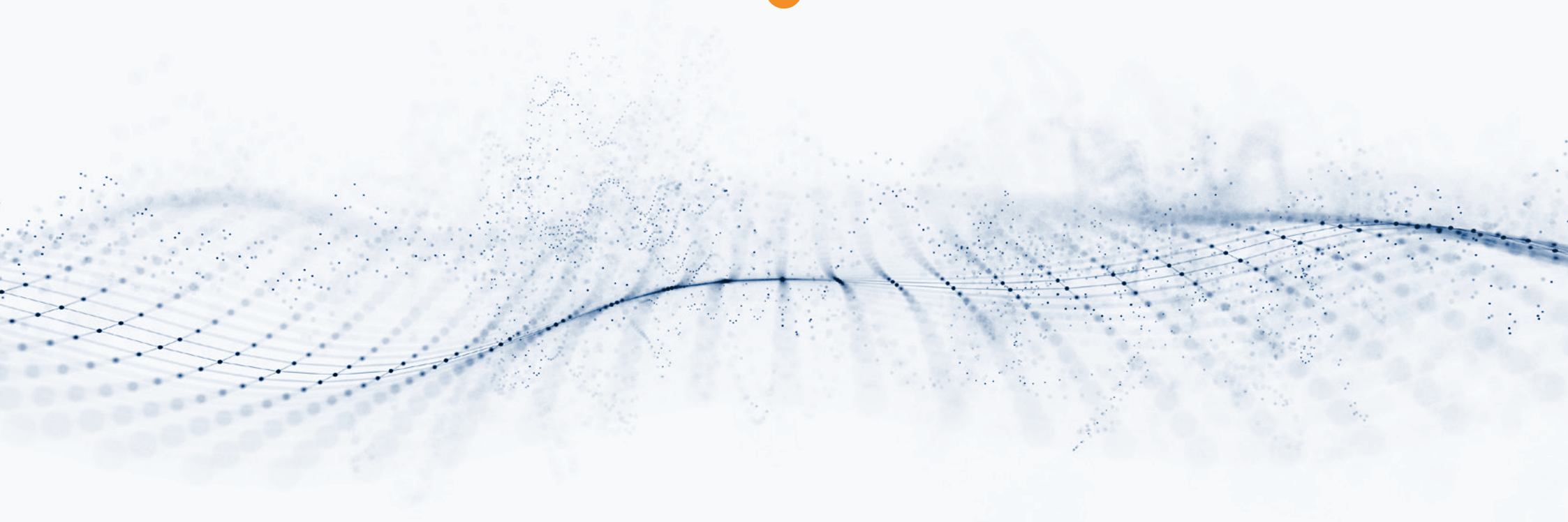




Global Reach. Local Expertise.

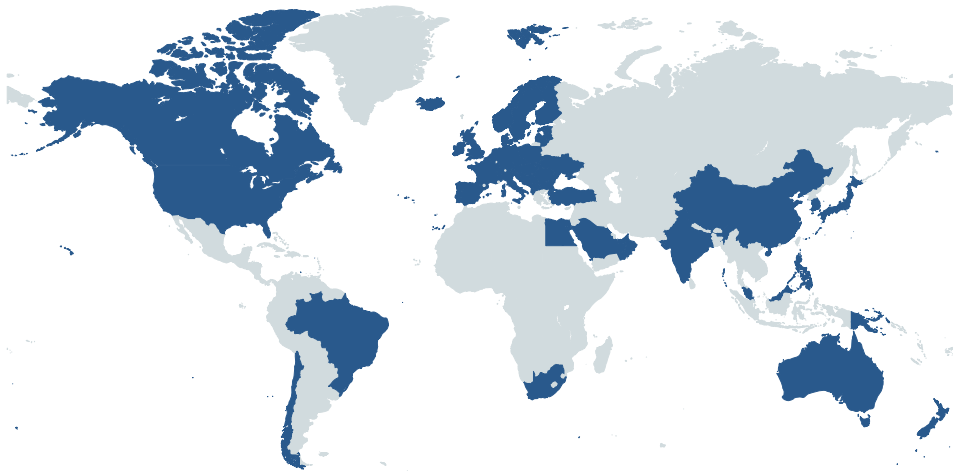


ABOUT US

At CBSbutler, we specialise in connecting top-tier talent with organisations operating in some of the most complex and regulated sectors, including engineering, defence, aviation, technology, and business support.

We don't just fill vacancies, we understand the intricacies, pressures, and skill demands of each industry we support. Our teams combine deep technical insight with a consultative, partnership-led approach, delivering recruitment solutions that drive performance, resilience, and long-term value.

While our head office is based in the UK, we support clients and candidates across Europe, North America and the Asia-Pacific region. This global network enables us to support projects of all sizes, meet local compliance standards, and adapt to the unique needs of each market, all while maintaining the personal, service-led approach that our clients value.



145
CURRENT CLIENTS

1,420
LEGACY CLIENTS

250+
CONTRACTORS

268
**PERM PLACEMENTS
LAST YEAR**

**PLACEMENTS
IN OVER 30
COUNTRIES**

WHO WE WORK WITH

FUJITSU

DXC
TECHNOLOGY

AIRBUS

FUJIFILM

BAE SYSTEMS

Honeywell

THALES

PayPal

SAFRAN

INTELSAT

Roxel
Propulsion systems

EQ

NORTHROP
GRUMMAN

Martin-Baker

KPMG

CGI

cargolux

EMERSON

ZEISS

ATKINS
Member of the SNC-Lavalin Group

Capgemini

sopra steria

HPE

LEONARDO

Viasat

GETINGE

shawgibbs

ROKE

C3IA

MedScience
DISTRIBUTION

SPEARHEAD

medray
Group

ergéa

OUR CAPABILITIES



CONTRACT AND INTERIM

Our interim and contractor multi national solutions are widely regarded as best in class.

As your consulting partner we support specialist recruitment projects around the world. Whether it is a strategic hire, a "niche knowledge" contractor or a volume-based requirement, our deeply experienced leadership will partner with you and enable the creation of an efficient extension of your own capabilities, enabling you to meet the staffing demands created by an ever-changing and challenging business landscape.



PERMANENT AND EXECUTIVE SEARCH

Our dedicated team of experts combine their in-depth knowledge of the field they are servicing with cutting-edge technology to identify and attract top-tier talent.

With a proven track record of successful hires, we offer a range of capabilities that ensure our clients' needs are really understood to find the best professionals to drive their organisations forward.

We pride ourselves in finding talent that will transform your business.



ISO 9001:2015 certification

Ensuring that we uphold rigorous quality standards in every aspect of our work



FEEFO Platinum Trusted Service Award

Holders for five consecutive years, and reflective of our consistently high client and candidate satisfaction



Armed Forces Covenant alignment

We support veterans and those transitioning from military service.



JOSCAR Registered



RECRUITMENT PROCESS

1

Discovery &
Requirements
Gathering

2

Market Mapping
& Strategy
Design

3

Targeted
Sourcing &
Talent Outreach

6

Interview
Coordination &
Feedback Loop

5

Submission &
Client Review

4

Technical
Pre-Screening &
Qualification

7

Offer
Management &
Negotiation

8

Pre-Onboarding
Compliance &
Vetting

9

Start Date &
Onboarding
Support

10

Aftercare &
Retention
Check-Ins



At CBSbutler, our recruitment process is built around insight, precision, and partnership. We go far beyond CV-matching. Every step is designed to ensure not just technical capability, but also culture fit, regulatory alignment, and long-term value - for both clients and candidates.

We begin with a deep discovery phase to understand your business, its unique challenges, and your team's working culture. From there, we design a targeted sourcing strategy that aligns with both your short-term needs and your longer-term objectives.

As part of our value-added approach, we share relevant market insights, including salary benchmarks, skill availability, and hiring trends, to support your workforce planning. Our candidate screening process focuses not only on qualifications, but also on mindset, adaptability, and alignment with your values, ensuring you meet people who are genuinely suited to your business.

Once a successful match is made, we manage everything from interview scheduling and offer negotiation to compliance, onboarding, and post-placement check-ins. Our aftercare service ensures that both the client and the candidate are supported throughout the journey.

Whether you're hiring for a critical leadership role or building out a high-volume project team, our process is designed to be collaborative, transparent, and focused on outcomes.

OUR PILLARS



DEFENCE IT & CONSULTANCY

With over 30 years of experience and JOSCAR accreditation, the CBSbutler Defence team specialises in Consulting, IT, Cyber and Networking recruitment across the UK, USA and Europe.

We source Security Cleared (SC) and Developed Vetting (DV) professionals on a contract, temporary and permanent basis, consistently delivering successful hiring campaigns for UK Defence and National Security clients. Our deep understanding of military programmes, clearance requirements and project complexities enables us to support mission-critical initiatives with precision and pace.

We partner with leading defence organisations and consultancies to secure exceptional talent across strategic advisory, advanced technology, cyber and intelligence, data, business operations and digital transformation. By combining sector expertise with an extensive cleared talent network, we deliver professionals who thrive in high-stakes, secure environments and drive innovation across complex defence programmes.



ENGINEERING

Our Engineering pillar has been at the heart of CBSbutler for over 30 years, connecting highly skilled professionals with leading employers across permanent, interim, contract, and project-based roles.

We work with some of the most innovative organisations in the UK, Europe, and the US, from mechanical and electrical engineering to highly specialised, niche projects. With deep expertise in regulated and technically complex environments, we understand the challenges of sourcing talent where compliance, precision, and specialist knowledge are critical.



AVIATION & AEROSPACE

CBSbutler has firmly established itself as a premier recruitment partner for the aviation and aerospace industry, with decades of experience and deep sector knowledge.

Our team works with international airlines, MRO providers, OEMs, airports and suppliers to connect exceptional talent with rewarding opportunities. From aeronautical engineering to avionics, we address skills shortages, provide flexible staffing solutions and deliver the expertise needed to keep this fast-paced, innovative industry moving forward.



BUSINESS SUPPORT

At CBSbutler, our Business Support pillar specialises in connecting organisations with the professionals who keep their operations running smoothly and efficiently.

We provide flexible recruitment solutions across permanent, contract, interim and managed service models, and work across a broad range of industries, delivering talent for both frontline and strategic support roles. Whether you need to build a permanent team, resource a short-term project or outsource your recruitment function, our consultative approach ensures that you get the right fit with speed and confidence.

WHAT OUR CLIENTS SAY

The feefo logo consists of the word "feefo" in a white, lowercase, sans-serif font, followed by two yellow circular icons that resemble stylized eyes or a smile.The feefo Product Rating logo features the word "feefo" in a small, white, lowercase font, with "Product Rating" in a smaller font below it.

EXCEPTIONAL

RELIABLE, THOUGHTFUL, AND EASY TO WORK WITH.

"I have been working with Allison on a range of vacancies and have consistently found her approach refreshing.

She prioritises quality over volume, which I very much value, and takes the time to properly understand our requirements. Allison is patient and supportive, particularly when there are internal delays, and manages candidate expectations professionally throughout. She checks in regularly, keeps me informed of progress at her end, and is never pushy, which sets her apart from many agencies. It has genuinely been a pleasure working with her."

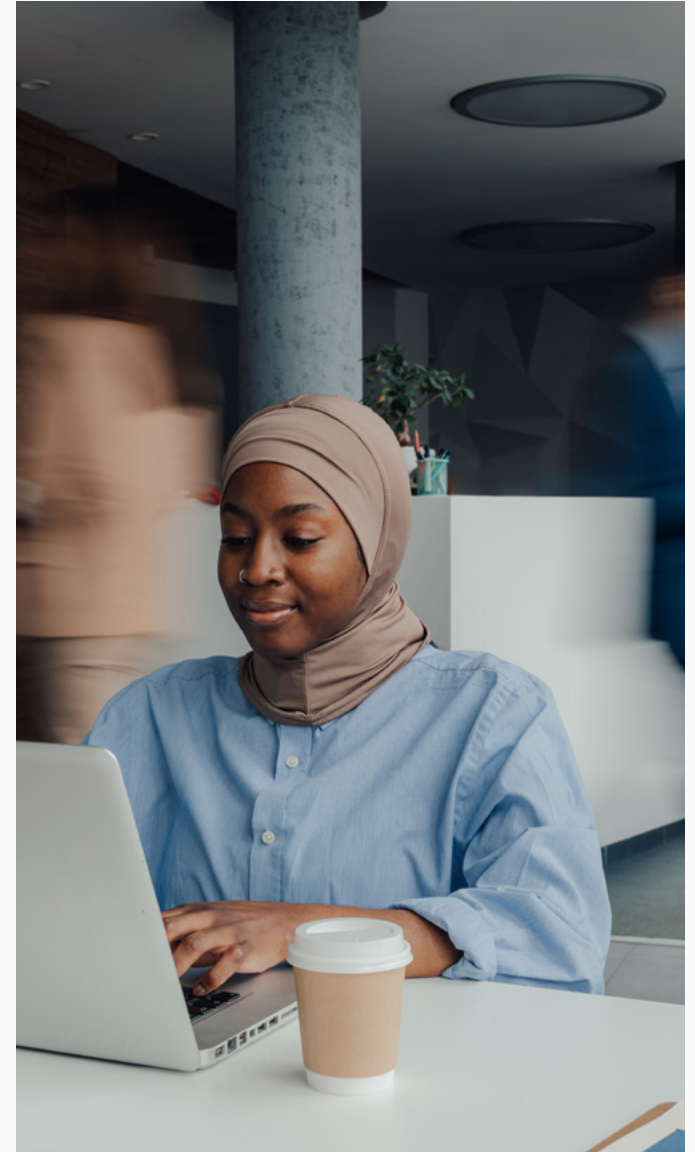
- Trusted Customer

**SECOND TO NONE.**

"We have been consistently impressed with the service provided by CBSbutler.

They respond quickly to any requests and their ability to source great candidates is second to none, ensuring we always have access to top talent. We highly recommend their services for anyone seeking a reliable and effective recruitment partner."

- Trusted Customer



WHAT OUR CLIENTS SAY

MAKES MY LIFE EASIER!

"I always get relevant candidates which makes my life easier!"

My favourite thing is I don't get hounded like I do from other agencies."

- Trusted Customer



COULDN'T BE MORE PLEASED.

"We've been working with the team at CBSbutler since 2019 and we couldn't be more pleased with the service we receive from them."

They are a trusted partner to source us top quality candidates."

- Trusted Customer

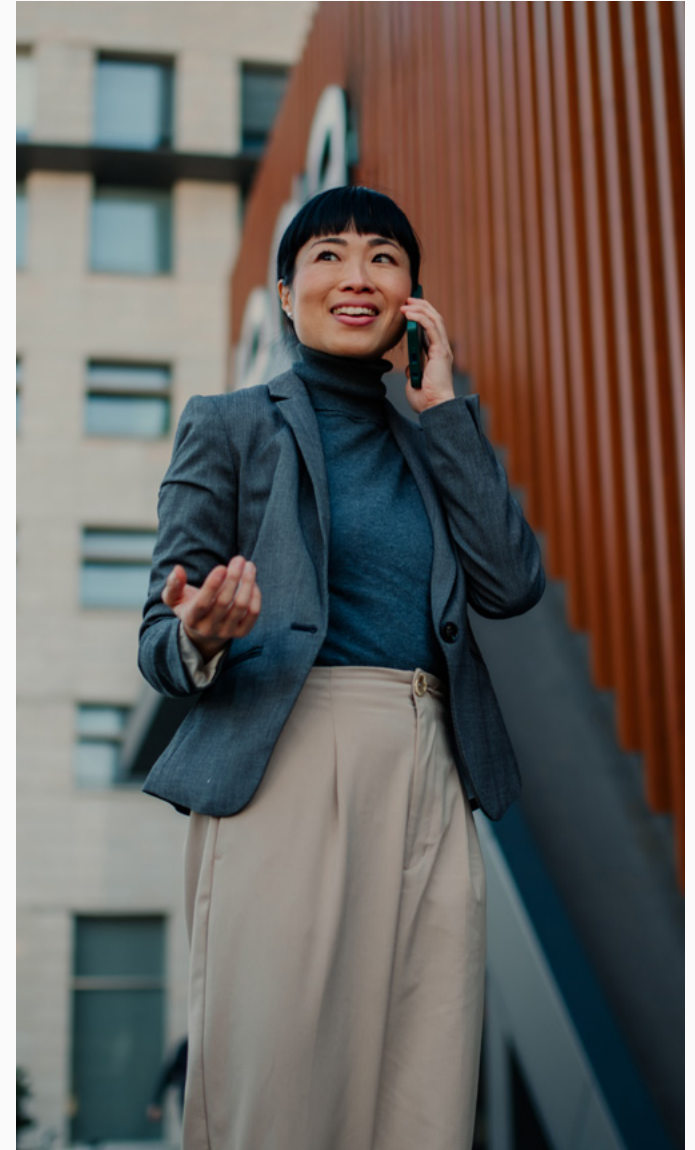


A SAFE PAIR OF HANDS.

"From the last eight months or so of experience I have had with CBSbutler, I can say they are a good company that delivers well, with an excellent understanding of our business and the defence sector at large."

They supply decent applicants without bombarding us, they don't overly chase, and there are no unsolicited CVs either. Inevitably, things can go wrong, but CBSbutler remain level and unflustered. They resolve issues positively and successfully. Phil is a safe pair of hands."

- Trusted Customer



CONTACT US

ARE YOU READY TO STRENGTHEN YOUR TEAM?

Get in touch with CBSbutler today to discuss your recruitment needs.

Our specialists are ready to connect you with the right talent - quickly, compliantly, and with precision.

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t. +44 (0)1737 822 000

w. www.cbsbutler.com



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