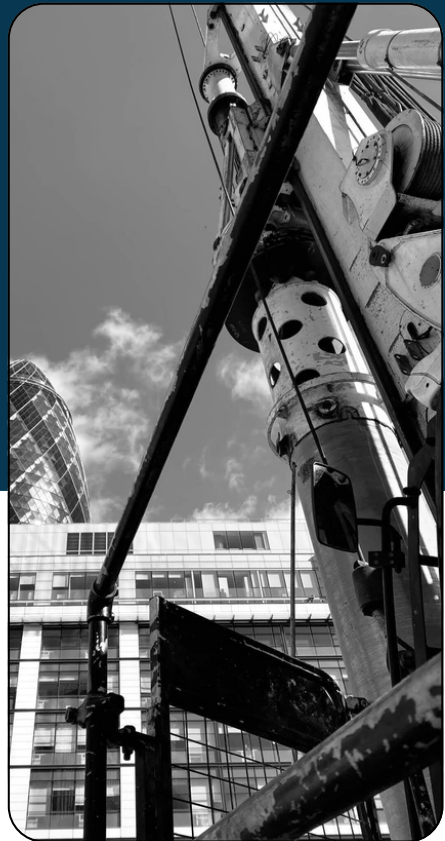




# Company Profile

*We offer clients a complete  
workforce solution, not just  
people.*

**2026**



[timeless-group.com](https://timeless-group.com)

020 8191 9942

UK & Europe



# Who We Are

We are not a generic recruitment agency. We are a labour specialist with construction expertise, assessment-led recruitment and in-house training capability. *We recruit. We assess. We train. We deploy. We invest.*



Timeless addresses the real issues facing today's construction industry such as: workforce shortages, skills gaps, inconsistent quality and compliance risks.

We don't just help deliver projects; we build careers, develop skills and create reliable workforces that perform. We understand that challenges aren't just technical – they're also human. We know that when people are trained and supported, projects run better.

Unlike traditional recruitment agencies, our internal recruitment teams are made up of construction-experienced professionals, with technical knowledge of site roles.

We do more than "supply labour"; at Timeless, we design and build sustainable construction workforces.



**Recruitment • Assessment • Training • Workforce Solutions**



# Our Delivery Model

We run national campaigns, site-based sourcing and recruitment days from our own training centres to attract, identify and secure the *right* people; our model doesn't rely on a stagnant database. We make recruitment low-risk and high-performance.



## Assessment – Where Quality Is Controlled

Candidates are assessed against the requirements of the role and client expectations.

### This may include:

- Skills and experience review
- Qualification verification
- Right to Work checks
- Reference checks
- Competency discussions
- Site-readiness assessment

### This process helps us to:

- identify suitable candidates
- support workforce quality
- reduce the risk of unsuitable placements

If they don't pass our standards, they don't go to your site.



## Training & Upskilling – Delivered In-House

Timeless operates its own training facilities, supported by a network of accredited training partners. With four principal training centres located in Earls Court, Gravesend, Stratford and Silvertown, alongside additional centres in Suffolk and the Midlands, we are able to support workforce development across the UK.

### This allows us to:

- Develop entry-level workers into skilled operatives
- Upskill existing workforces to meet project requirements
- Support apprenticeships, NVQs and industry qualifications
- Build competent, compliant and project-ready workforces



# National Coverage. Strategic Locations.



**Timeless operates from key regional hubs giving us logistical reach across major infrastructure programmes:**

## **HQ – Needham Market (Suffolk)**

Close to Sizewell C, qualifying us as a local supplier under Chamber of Commerce criteria. Our presence in the region provides valuable insight into the local workforce, available skill sets and training requirements

## **Office – Rochester (Kent)**

Positioned to support Lower Thames Crossing, London and the South East's ever growing infrastructure.

## **Training Facilities across the UK**

Operational training centres delivering skills uplift, assessments and ticketing.

## **Planned Expansion**

We are investing in regional expansion to establish new training and workforce hubs in Skye and Sizewell, ensuring local accessibility, faster mobilisation and direct support for live projects.





# Career Progression & Workforce Development

Timeless is in partnership with The Skills Centre to provide structured career pathways for both new entrants and experienced construction professionals.

**Supporting career progression through certification with NOCN, CPCS, CITB and other recognised awarding bodies.**



Whether an individual is taking their first steps into the industry or looking to progress into a specialist or supervisory role, we help create clear development routes that benefit both workers and clients.

## **Benefits To Clients**

- Access to a developing workforce pipeline
- Improved workforce retention
- Greater workforce loyalty and engagement
- Reduced recruitment and mobilisation costs
- Enhanced social value and local employment outcomes
- Access to workers progressing through recognised industry pathways

## **Benefits To Workers**

- Clear career progression opportunities
- Access to apprenticeships and NVQs
- Industry-recognised qualifications and certifications
- Ongoing support and mentoring
- Opportunities to progress into specialist and supervisory roles



# Flexible Workforce Models.

Timeless offers both PAYE employment and CIS engagement models, allowing our clients to select the structure that best suits their project, commercial requirements and delivery strategy.

## **PAYE Employment**

Many clients choose PAYE for its stability, transparency and workforce continuity. Under this model, Timeless provides:

- Full employment compliance
- Tax and National Insurance assurance
- Transparent payroll reporting
- Stable workforce planning
- Long-term labour continuity
- Stronger retention and engagement

## **CIS Engagement**

Where CIS engagement is required, we operate a controlled model through carefully selected payroll providers, including FCA-authorised providers where applicable. We maintain oversight of the process and conduct monthly compliance audits to verify:

- Accurate CIS deductions
- Correct VAT treatment
- HMRC submission integrity
- Payment accuracy
- Compliance with agreed reporting requirements

***Whether PAYE or CIS, our standards never change.  
Regardless of engagement type, compliance is non-negotiable.***



# Our Workforce Capability

*We operate four dedicated departments:*

| <b>GENERAL CONSTRUCTION &amp; ENGINEERING</b><br>Our leadership team has personally delivered projects across the UK and understands your operational pressures.                                                               | <b>SPECIALIST PILING DIVISION</b><br>We supply all disciplines of piling labour. Our management team is made up of former piling supervisors and operators.                                                                               | <b>ENERGY &amp; UTILITIES DIVISION</b><br>We support energy and water infrastructure projects across the UK. Our teams are experienced in high-voltage environments, substation operations, water treatment and distribution networks, utility installations and planned maintenance activities.                    | <b>GLOBAL WORKFORCE SOLUTIONS</b><br>Timeless has built a fully compliant international recruitment capability. When UK supply falls short, we source globally. (See below for details)                                        |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <ul style="list-style-type: none"><li>• Groundworks</li><li>• Demolition</li><li>• Carpentry</li><li>• Steel Fixing</li><li>• Plant Operators</li><li>• Slingers</li><li>• Site engineers</li><li>• Management staff</li></ul> | <ul style="list-style-type: none"><li>• Rotary piling (segmental, slip casing, fluid)</li><li>• CFA</li><li>• D-Wall</li><li>• Mini-piling (SFA, low-headroom, screw piling)</li><li>• Driven / pre-cast</li><li>• Sheet Piling</li></ul> | <ul style="list-style-type: none"><li>• Electricians</li><li>• Appointed Persons</li><li>• Substation Entry &amp; Maintenance Operatives</li><li>• Linesmen</li><li>• Cable Jointers</li><li>• Project Managers</li><li>• Water Network Technicians</li><li>• Utility Groundworkers</li><li>• Pipe Layers</li></ul> | <p>The Construction Industry Training Board (CITB) forecasts that the UK construction industry will face a shortfall of over 250,000 workers by 2028, reinforcing the need for a sustainable approach to workforce supply.</p> |

## **Global Workforce Solutions**

Our model is designed to remove risk for clients while maximising workforce performance. Timeless' in-house compliance function manages every stage of the international process, including:

- Sponsorship & visa processing – Home Office–aligned procedures, documentation and compliance
- Right-to-work checks – full audit trail to meet UKVI and client requirements
- Relocation coordination – travel, onboarding, accommodation and welfare support
- Trade validation & skills assessment – ensuring workers arrive site-ready
- Training & induction – H&S, site expectations and client-specific standards

With proven experience across multiple countries and sectors, Timeless provides a scalable, low-risk solution for projects facing skills gaps. Our global recruitment capability ensures clients have access to a reliable, competent and compliant workforce –delivered with transparency, consistency and care.



# Major Projects & Tier 1 Contractor Experience

Timeless has supplied skilled personnel to major infrastructure, energy and construction projects across the UK, providing clients with competent, compliant and project-ready workforces.

## **Hinkley Point C**

Setting out engineers supplied to support works on one of the UK's largest nuclear infrastructure projects, operating within a highly regulated and safety-critical environment.

## **A30 Chiverton to Carland Cross Improvement Scheme**

Slinger signallers, excavator operators, dumper and roller operators, groundworkers, slab layers, site supervisors and crane operators

## **HS2**

Specialist piling operatives, setting out engineers, project engineers, steel fixers, shuttering carpenters, machine operators (excavator, dumper and roller), general labourers and traffic marshals supplied to contractors working on packages associated with the HS2 programme.

## **Heathrow Terminal 1 Redevelopment**

Soft strip demolition operatives, general labourers and traffic marshals supplied to support refurbishment and redevelopment works within a live airport environment.

## **Sizewell C**

Setting out engineers supplied to support works associated with the Sizewell C nuclear construction programme. Our Suffolk headquarters also provides valuable insight into the local labour market, regional skill sets and workforce development requirements.

Contractors supplied to contractors delivering this major highways infrastructure project.

## **Tier 1 Frameworks & Utilities Programmes**

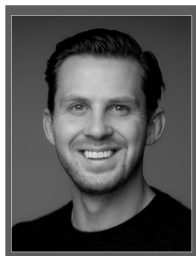
Groundworkers, street works operatives and other skilled construction personnel supplied to Tier 1 contractors and utilities providers across the UK, supporting infrastructure maintenance, upgrades and new-build projects.

## **Environments Our Workforce Operates In:**

Live construction sites - Safety-critical operations - Regulated environments - High-security locations - Major infrastructure projects - Nuclear and energy sectors - Highways and utilities programmes



# Leadership Team



## **PAUL SNUGGS** - CEO & OWNER

Paul has worked in the construction industry throughout his career, beginning as an apprentice carpenter before furthering his education and progressing into engineering and project management roles. His experience spans multiple sectors of construction, including demolition, piling, reinforced concrete structures, commercial fit-outs and major infrastructure projects. Having worked from trade level through to senior project delivery roles, Paul has developed a practical understanding of the challenges faced by contractors, clients and site teams alike. In 2019, Paul co-founded Timeless with a vision of creating a construction-focused workforce business built on industry knowledge, strong relationships and a commitment to delivering reliable and competent personnel. Today, he continues to lead the strategic direction of the business while maintaining close ties to the construction sector and its evolving workforce needs.



## **JASON WARD** - COO & OWNER

Jason has worked within the piling and civil engineering sectors since 2002, building extensive experience across infrastructure, commercial and major construction projects throughout the UK. Starting his career in setting out and site engineering, Jason progressed through increasingly senior roles before becoming a Senior Project Manager, responsible for delivering prestigious projects from foundation works through to superstructure construction. His practical understanding of project delivery, workforce management and client expectations has been developed through more than two decades in the industry. Throughout his career, Jason repeatedly encountered the same challenge: a shortage of skilled, reliable temporary workers and the significant time project teams spent trying to source them. Recognising the need for a better solution, he helped establish Timeless Recruitment with a clear objective — to provide clients with access to project-ready personnel through a recruitment model built by construction professionals, for construction professionals.



## **LEWIS LOXTON** - MANAGING DIRECTOR, RECRUITMENT

Lewis began his career in construction as a Setting Out Engineer, working on piling projects across the UK. Seeking a broader understanding of the industry, he later returned to the foundations of the trade and restarted his journey in piling operations. Beginning as a Rig Attendant and Slinger Signaller, Lewis progressed through the ranks to become a Piling Supervisor, successfully delivering projects nationwide for a leading specialist piling contractor. This hands-on experience gives him a unique understanding of the skills, challenges and workforce demands faced by clients on site. Today, Lewis leads the recruitment division at Timeless, overseeing labour supply, specialist recruitment and setting out services. Despite his leadership role, he remains actively involved in supporting clients and filling key positions across the construction, piling and engineering sectors.



## **KAY BURKETT** - GROUP DIRECTOR, HR & COMPLIANCE

Kay has been part of Timeless from day one and has played a key role in shaping the business as it has grown. She oversees HR, compliance, governance and operational functions across the organisation. Responsible for maintaining high standards of workforce compliance, quality assurance and regulatory adherence, Kay also leads many of the systems and processes that underpin the business. With a strong focus on people, she is committed to supporting the development of both the team and wider workforce while helping to create a positive and productive working environment.



## **ANTHONY HOGAN** - TRAINING MANAGER

Anthony began his construction career as Timeless' first piling apprentice before working on projects across London and the UK for some of the industry's leading contractors. Having experienced the industry's skills shortage first-hand, he moved into training and workforce development, helping to establish and operate training facilities overseas to support the recruitment and development of Timeless' global workforce. Anthony has built strong relationships with The Skills Centre and other leading training providers and now leads training, qualifications and career development programmes across the business.



# Let's Work Together

If you are looking for a labour supplier that understands construction, values competence and takes compliance seriously, then we welcome the opportunity to support your next project.

**If your organisation needs solutions for:**

**Labour instability**

**Project mobilisation risk**

**Skills shortages**

**Compliance exposure**

**Training bottlenecks**

**Poor performance**

Timeless could assist you with more than labour — we can ensure stability and reduce your project risk.

## Timeless, experts in construction labour.

Our recognised accreditations, industry memberships and strategic partnerships demonstrate our commitment to quality, safety, compliance and continuous workforce development.

