



Transportation & Infrastructure Specialists



Ceto Talent is an expert recruitment agency, committed to linking outstanding talent with thriving businesses.

Our bespoke services guarantee top-tier recruitment, fostering enduring relationships. We offer expert contingent recruitment services, executive search solutions, and comprehensive benchmarking analysis and reporting, empowering your business to excel with the finest talent and insights.

Great People, Great Results

At Ceto Talent, we deliver more than recruitment services — we bring deep expertise, market intelligence, and extensive networks directly to our clients. By prioritising your needs, we build meaningful partnerships that empower businesses to navigate niche markets and make informed hiring decisions.

Whether filling highly skilled technical positions or general roles, we work collaboratively to ensure lasting success. Our proven track record spans the UK, Europe, MENA, Asia, and the US, making us a trusted partner in delivering top talent and valuable market insights tailored to your growth.

We embrace agility, constantly evolving our service to fuel growth and innovation for our partners. Rather than simply offering a recruitment service, we foster strategic partnerships that grant full access to talent markets in even the most dynamic and demanding industries.



Our Sectors

Maritime & Shipping

Ceto Talent was built on servicing the Maritime industry on an International basis. We have a deep understanding of the maritime and shipping marketplace and our team has made successful placements within this sector in the UK, Europe, Middle East, USA, Far East and South America.

We specialise in sourcing candidates with both technical and commercial skill sets, supporting a diverse range of clients such as Ship Owners, Oil Companies, Consultancies, OEMs, Classification Societies, Trade Bodies, and Educational Institutions. Our track record speaks to our ability to connect exceptional talent with organisations driving the maritime sector forward.

- Marine Engineering
- Technical Shipping
- Commercial Shipping
- Health/Safety/Environment/Vetting
- Maritime Technology
- Marine Insurance
- Maritime Security
- Ship Finance & Investments

Rail

Ceto Talent brings extensive expertise to the rail industry, offering tailored recruitment solutions for this dynamic and evolving market. Our team has successfully placed skilled professionals supporting key projects and innovations within the sector.

We specialise in sourcing top talent for both technical and commercial roles, partnering with a broad spectrum of clients including Train Operating Companies, Engineering Consultancies, Infrastructure Providers, Rolling Stock Manufacturers, and Regulatory Bodies. Our commitment to understanding your business needs ensures we connect you with the talent essential to driving progress in the rail industry

- Design Engineers (Structural, Bridge, M&E, Permanent Way, OLE, Power, Telecoms, signalling)
- CRE / CEM
- CAD Technicians/3D Modeller
- BIM Coordinators
- Project Managers/Engineers
- Planners & Project Controls
- Commercial Managers
- Quantity Surveyors
- Construction Managers
- Site Managers
- Site Supervisors
- Overhead Lines & Power
- Electrification & Plant
- IRSE Signalling
- Stations
- Tunnels



Our Sectors

Aviation

Ceto Talent brings a fresh approach to recruitment in the aviation sector, recognising the industry's rapid pace of change and its need for specialised talent. We go beyond traditional hiring practices, identifying and engaging the market's leading professionals to meet your unique business challenges.

From Airlines and Aircraft Manufacturers to MROs, Leasing Companies, and Regulatory Bodies, we connect clients with both technical experts and commercial innovators. Our deep industry insight and tailored approach ensure we find the right people to help your organisation soar to new heights.

- Stress
- Design
- NC Programming
- Test & Manufacturing Engineering
- Project & Programme Management
- Quality
- Skilled Trades – Production & Assembly
- Electronics & Software Design

Highways

Our team delivers recruitment solutions tailored to the evolving demands of modern infrastructure development and maintenance. We recognise the need for highly skilled professionals to support critical projects that drive progress and connectivity.

Our expertise spans partnerships with major international consultancies, SME infrastructure consultancies, highway contractors, and local authorities. Whether sourcing technical specialists or strategic commercial talent, we connect you with the right people to navigate the complexities of the highways industry and deliver impactful results.

- Highways Engineering
- Traffic Engineering
- Transport Planning & Modelling
- Bridge Engineering
- Geotechnical Engineering
- Maritime Engineering
- Development Infrastructure Engineering
- Site Engineering
- Construction



Our Sectors

Water & Utilities

Ceto Talent delivers flexible recruitment solutions to companies providing design, engineering, and construction services for the Water industry. Our expertise supports a wide range of organisations, including major utility companies, consulting engineers, construction contractors, system integrators, and equipment manufacturers.

We specialise in sourcing talent across all engineering, commissioning, and science-based disciplines. This includes roles in chemical/process, civil, structural, mechanical, piping, electrical, automation, instrumentation, as well as project services and support.

- Planning & Commercial
- Design
- Construction
- Commissioning
- Operations & Maintenance

Energy

Our team is dedicated to supporting clients in their transition towards greener initiatives and achieving decarbonisation goals.

We proudly support the following sectors driving change in the energy landscape:

- Oil & Gas
- Renewable Energy
- Nuclear
- Transmission & Distribution

From renewable advancements to sustainable infrastructure, we connect the talent needed to power the energy transformation.

- General, Plant and O&M Managers
- Mechanical, Electrical and C&I Engineers
- Operations Technicians
- QHSE Managers
- Project Managers
- Project Engineers
- Design Engineers
- Commissioning Operators & Engineers
- Environmental Technicians





Professional Services

As well as supporting our many transportation and infrastructure clients within our portfolio with technical talent, we understand the need to provide an all-encompassing service. Therefore, we are also pleased to be able to provide commercial talent within these sectors.

- Finance
- HR
- Sales & Business Development
- Communications & Marketing
- Procurement & Supply Chain

Our Values

INTEGRITY

Built on Trust, Proven by Results.

At Ceto Talent, integrity means more than doing what's right - it's about fostering trust through transparency, accountability, and delivering on our promises.

We prioritise long-term partnerships, providing honest insights that empower our clients and candidates to make informed decisions.

COLLABORATION

Partnerships That Power Progress.

We work as an extension of your business, not just a service provider.

Our collaborative approach ensures we fully understand your unique needs, aligning our strategies to help you navigate niche markets and secure the right talent for success.

INNOVATION

Driving Smarter Solutions for Tomorrow's Talent Needs.

Innovation fuels everything we do.

By leveraging industry insights, advanced technologies, and a deep understanding of evolving market trends, we deliver bespoke recruitment strategies that keep your business ahead of the curve.



Recruitment Methodologies Tailored to Your Needs

At Ceto Talent, we offer a flexible and tailored recruitment approach to meet your evolving business demands, including contract, permanent, retained, and project-based solutions.

Our sector-specific expertise is backed by robust methodologies designed to connect you with the best talent efficiently and effectively.

Key Advantages of Partnering with Ceto Talent

- **Deep sector expertise:** Our Owner/Managers have immersed themselves in their respective markets over the past two decades. This expertise is then passed down in training to the team and encouraged to be built upon.
- **Extensive Candidate Network:** Direct access to a database of over 100,000+ qualified candidates across technical and commercial roles.
- **Strategic Advertising:** Branded or non-branded advertising through our dedicated website, sector-specific job boards, LinkedIn, and Xing ensures maximum reach to relevant candidates.
- **Innovation:** We are continuously looking to drive efficiency and therefore always trialling the latest tools from talent mapping software to notetaking AI. This enables us to reduce response times, improve accuracy and ultimately provide a more robust service.
- **Proactive Social Media Engagement:** All consultants are equipped with LinkedIn Recruiter licences, engaging actively with both passive and active candidates. We also leverage other relevant social media platforms to extend our reach.
- **Referral and Recommendation Networks:** We maintain a strong system for managing referrals from trusted industry sources, ensuring access to high-calibre talent.
- **Specialist Media Access:** Targeted outreach through industry-specific candidate media sources to find niche skills and expertise.
- **Networking** - It's our job to be in the midst of what's going on in the industry, therefore we attend as many networking events and conferences as we can.

By blending cutting-edge technology with our human expertise and market insight, Ceto Talent delivers tailored recruitment strategies that consistently deliver results and support your long-term business success.

Candidate Management

Sourcing

We utilise a multi-faceted approach to source top talent, including online job boards, professional networks for referrals, social media platforms, and our internal candidate database.

We make the most of International travel to meet clients or to attend industry conferences by hosting candidate evenings, adding to our network and International reach.

We also use direct approaches to candidates, using a variety of mediums to contact them (we have integrated LinkedIn, WhatsApp, Signal and Cloud call to our mobile phones and desktops, enabling us to continue working when logged off and across time zones, as required).

We leverage Boolean search techniques and targeted outreach to attract qualified and passive candidates.

Our adverts and external materials are written to highlight benefits and opportunities, not just a re-paste of the job description.

Screening Qualification

We conduct a thorough screening process to assess candidate resumes, cover letters, and qualifications against the job requirements. This includes face to face, video and telephone interviews using set structures and questions.

We may utilise pre-screening assessments or skills tests to further evaluate candidate suitability.

We check key candidate information, such as Right-to-Work, Qualifications and Certifications and any other key requirements (such as Security Clearances).

Communication & Engagement

We maintain open communication with candidates throughout the process, keeping them informed of their application status and next steps.

We (where permitted) are transparent on who the client is that we are representing and provide full information, including client website, job description, terms on offer and any other relevant information.

We always check a candidate has had no recent contact with a client (either direct or through another recruiter) and gain a candidate's clear agreement that we can represent them to that client. We provide feedback to both shortlisted and unsuccessful candidates to maintain a positive candidate experience.

We wish to foster long term relationships with candidates and even if a candidate is unsuccessful in a process, they may be suitable for other opportunities in the future.

Diversity & Inclusion

Targeting Diverse Talent Pools

Diversity & Inclusion (D&I) Focused Sourcing: Depending on the role and the requirements of the role, we have moved beyond traditional job boards and actively explored platforms and organisations specifically catering to underrepresented groups. This has included:

Professional Associations: For some roles, we have considered the viability of partnering with associations for women, minorities, veterans, LGBTQ+ individuals, or people with disabilities.

Diversity Job Boards: Utilising job boards focused on diverse talent pools, like BMEjobs.co.uk

Employee Referral Programs: We encourage employees to refer candidates from their networks, potentially leading to a more diverse applicant pool.

Structured Interviews: We implement structured interviews with pre-defined questions for all candidates, ensuring a fair and objective evaluation process.

Inclusive Documents

Language & Tone: We look to craft adverts and job descriptions using inclusive language that avoids any unconscious bias based on gender, race, ethnicity, or other factors. We have also made use of ReadablePro and Textio to ensure that our reading age and language is inclusive to all.

Focus on Skills & Experience: We prioritise outlining required skills and experience, ensuring the description is objective and relevant to the job function.

Highlighting Company Culture: We showcase your company's commitment to diversity and inclusion within the text, highlighting initiatives and values that create a welcoming environment.

Continuous Improvement

Data Tracking & Analysis: We track the diversity of our applicant pool and shortlisted candidates to identify areas for improvement and measure the effectiveness of our strategies.

Feedback & Refinement: We actively seek feedback from diverse candidates and stakeholders to refine our approach and ensure inclusivity throughout the recruitment process.

By implementing these practices, we can curate shortlists that represent a wider range of talent, fostering innovation, problem-solving, and a stronger company culture within your organisation.

Meet the Founders



Adam Razzell
Co-Founder

adam@cetotalent.com
+44 (0) 203 854 8907

With a proven track record of success across Transportation, Infrastructure, Defence, Security, and Automotive industries, Adam brings a wealth of expertise to his role as Co-Founder of Ceto Talent. A seasoned Recruitment Director, Adam has spent his career helping organisations identify and attract exceptional talent while building high-performing teams that drive business success.

Adam's dedication to excellence has earned him industry recognition, including being named Recruiter of the Year at the 2016 Rail Staff Awards and winning Temporary Consultant of the Year at the IRP Awards the same year. He was also highly commended as Best Temporary Consultant at The Global Recruiter UK Awards. Adam's reputation as an industry leader was further solidified when he was featured on the television series Top Recruiter.

Passionate about delivering innovative recruitment solutions, Adam is deeply committed to understanding the unique needs of his clients. His ability to forge strong, trusting relationships with both clients and candidates has made him a sought-after partner in the recruitment industry.

At Ceto Talent, Adam combines his industry insights and award-winning expertise to provide bespoke, results-driven recruitment strategies. Adam is dedicated to connecting exceptional talent with extraordinary opportunities.



Jenna Coles
Co-Founder

jenna@cetotalent.com
+44 (0) 203 854 8900

After graduating, Jenna joined a South Coast Maritime recruitment business where she specialised in placing Mariners and Engineers into shore-based roles on an international basis.

Looking for progression, Jenna moved on to another recruitment business where she founded the Navis Consulting brand from scratch, ultimately growing this business to over 20 heads in under 5 years. Jenna was promoted to Divisional Director and spent time in the US opening the New York office, before deciding to start her family in the UK. She moved on to another UK based recruitment firm where, as a Director, she led a team of 20 heads in three different recruitment areas (Maritime, Automotive, Professional Services).

It has been Jenna's dream to start her own recruitment business for many years, and now with Ceto Talent, Jenna is able to provide a bespoke service and put her clients and candidates first. During the first 18 months since launch, Jenna placed Maritime & Shipping candidates in the UK, Germany, Greece, UAE, Brazil, Singapore and USA.

Jenna has previously run the London Marathon to raise funds for the Sailor's Society, and is a member of the Southampton Master Mariner's club 'The Cachalots'.