

come and work with us



Site Manager

Here within the @one Alliance we are a totally collaborative organisation made up of our eight partner companies (Anglian Water, Balfour Beatty, Barhale, Binnies, MMB, MWH Treatment, Skanska and SWECO) and our extended supply chain, delivering over half of Anglian Water's capital investment programme.

We are gearing up for our most exciting and challenging Asset Management Period yet, known as AMP8, this will see us deliver a programme of work larger than we've ever delivered before. We'll be embarking on a new kind of project delivery focusing on nature-based solutions like wetlands and urban drainage schemes.

We are driving change, empowering us to set global benchmarks and build a better environment, with the opportunity to offer enhanced growth and development to our workforce. We're looking to build on our existing teams with an environment built for career progression.

With such an exciting portfolio of projects planned for AMP8 to keep the water flowing across the region, our ability to manage our work and outperform against our customer's expectations will come under greater scrutiny. We need aspiring driven talent to help us achieve our ambitious targets, are you ready to join us as we prepare to deliver the most creative and innovative AMP we have ever seen?

Our site teams are a critical part of our success and to bolster our site leadership capabilities, we are looking for new Site Managers to lead teams to project success! Are you ready to join us as we aim to deliver the most exciting and innovative AMP we have ever seen?

What you will be doing as our new Site Manager?

Based on designated sites, you'll lead supervisors, delivery teams and subcontractors ensuring resources are utilised to an optimum level to meet budgets and delivery programmes to the highest quality and safety standards. You'll play a key role in ensuring operational issues are flagged to Project Delivery Managers whilst encouraging your team to work proactively and innovatively to solve on-site issues and keep projects on track.

Key Responsibilities:

- Provide active positive leadership of Health & Safety on site to support and continue the industry leading low incident frequency rate we have.
- Responsible for driving cultural change into the Delivery/Design Teams to eliminate/minimise physical and nonphysical waste – i.e. recycling techniques and standing time etc.
- Oversee the management of site-based Supervisors, Delivery Teams and relevant areas of the supply chain to drive timely completion of projects, safely and within budget.
- Coach and mitigate the underperformance of site team members to reduce the possibility of conflict and optimise performance.
- Ensure all initiatives are supported and implemented with minimal disruption by understanding preliminary and detailed design/project requirements and solutions.
- Proactively maintain all key site documentation including Health & Safety, Operation & Maintenance Manuals, site changes and contracts to meet legislation and @one standards.
- Specify procurement requirements of plant, materials and specialist subcontractors using an appropriate financial management accounting system.

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- Work closely with the project teams and program planners through our online portals to proactively manage site performance.
- To actively participate in collaborative planning and project rehearsals to ensure optimal buildability at the design stage.
- Actively promote on site quality workmanship – a right-first-time approach, highlight and record defects proactively and rectification in a timely manner.

A little bit about your skills, experience, and behaviours....

To join us on our journey of providing industry-leading site leadership, you'll hold a certificate in Site Safety Management (or attended a 5-day course) and a managerial CSCS card to compliment your extensive Water (Water Recycling would be advantageous), Mechanical and Electrical/ Construction industry experience. In addition, you'll have attended SEATS (Site Environmental Awareness Training Scheme), and First Aid at Work courses and be a certified Fire Marshall to ensure safety is at the heart of our team's activities.

With a track record of leading teams full of different personalities, you'll combine your excellent site knowledge with commercial nous to minimise cost and maximise value during project construction phases. Whilst not an IT expert, you'll be comfortable using Microsoft Office packages to complete requirement administration and contribute to basic project/programme management skills. Leading by example by demonstrating fairness yet assertiveness, you'll live our values of working safely and with innovation as we look to deliver the best site performance we have ever seen.

If you are looking for your next career move to add value to your experience and our operations, please apply today!

Caring and investing in you

Our values have been embedded at Barhale for over 40 years and they are our guiding principle regarding how we care and invest in people. Our values are our commitment to being a people-centric company.

As a Gold Investors in People company and a Sunday Times 100 Best Company to Work For, we are committed to investing in people. We are passionate about creating a working environment where people are supported throughout their careers, where people can enjoy security and be part of a company that cares about them.

From the moment you join us, your wellbeing and career aspirations will be supported by;

- Competitive salary
- Company Pension
- Life Assurance
- Private Medical
- Profit share scheme
- 25 days annual leave in addition to 8 public bank holidays and loyalty days
- 8 hours leave of absence for volunteering
- Employee Assistance Programme to support your mental, physiological and financial wellbeing
- Flexible benefits via salary sacrifice
- Company car/green car scheme/car allowance/Van (dependent on position)

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The Barhale logo consists of a white square with a yellow circle inside, followed by the word "Barhale" in a bold, white, sans-serif font. The background of the top of the page is a photograph of two workers in orange high-visibility safety gear and white hard hats, standing on a metal structure against a blue sky with white clouds. One worker's jacket has "Barhale" and "BE SAFE" printed on it.

- Leadership & management training and coaching
- Regular line management engagement and appraisal to support your career progression
- Development supported by internal and externally delivered training
- Flexible working arrangements
- Annual salary review
- Continuous service awards

How to apply:

careers@barhale.co.uk