

come and work with us



Construction 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? To oversee the management of quality, cost and timely delivery of all construction activity carried out on site through the leadership of Site Managers and on-site resources, we are looking for a Construction Manager to join the team!

What you will be doing as our new Construction Manager?

As our new Construction Manager, you'll be working within Water and Water Recycling Non-infrastructure to manage the Health, Safety, Environmental and Sustainability with responsibility for CDM for managing compliance for all delivered construction work. Whilst being primarily focussed on managing construction delivery, you'll always adopt a wider pan-Alliance view, modelling appropriate Alliancing behaviours and leadership skills within integrated teams.

By managing your local construction delivery team to ensure all construction activities are provided in compliance with the scheme deliverables, you'll drive a culture of zero accidents and zero defects to meet our Delivery Milestones to provide the best service to our customers.

Key Responsibilities:

- Lead and manage site construction teams within designated portfolios to deliver projects within approved budget and to an agreed time frame; facilitate project construction kick off meeting and lead health checks.
- Responsible for the performance of tier 2 suppliers in relation to Safety, Time and Quality including approving RAMS ensuring they are appropriate and adequate.
- Take the lead with Constructability Reviews, Project Rehearsal and Fit for Assembly sign-off which drives outperformance and innovation where possible.
- Drive a focus on zero waste and reducing embodied carbon within construction activities.
- Ensure that the site teams are raising the relevant contractual and commercial notices to the rest of the Project Team promptly.

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- Work with the Lead Construction Manager to establish long-term and short-term resource needs (labour, plant, and materials).
- Ensure full H&S compliance is achieved where the team feel safe every day and have the confidence and autonomy to raise safety concerns.
- Look to implement a blend of standard products and innovation techniques which will maintain our position as industry leaders.

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

To be successful in this position you'll have proven experience of managing operational resources in a fast-paced environment to complement your HNC/Degree in Civil or Construction Management. You'll be working across our Water and Water Recycling Non-Infrastructure programme areas so experience in dealing with large structures in the Water industry is essential.

Having attended a Site Management Safety Training Scheme and a Site Environmental Awareness Training Scheme, you'll hold a CSCS Card (Black minimum) you will provide the highest levels of safety management to our teams, customers, and environment.

Able to inspire and lead a team, you'll encourage and support groups and individuals to achieve critical tasks and outcomes with the ability to adopt a can-do attitude and willingness to be hands-on if required to achieve the deliverables. You'll be able to operate at all levels to suit needs and the situation with the ability to manage conflicting demands. You'll demonstrate excellent communication skills and will be performance-driven, with proven experience in managing multiple stakeholder groups both internal and external to the organisation.

To provide visible leadership across our sites, there will be an expectation to travel to sites across the Anglian Water region.

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

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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 section of the page is a photograph of two construction workers in orange high-visibility 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.

- 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)
- 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