



At Stepnell, we are seeking a highly skilled and motivated Estimator to join our southern team, working from Southampton. This role is integral to the successful delivery of competitive tenders and framework submissions for a variety of construction projects, including new builds and refurbishments. The Estimator will collaborate closely with procurement, contracts management, and commercial teams to ensure accurate and strategic bid preparation, contributing to the continued success of Stepnell.

Key Responsibilities

- Develop and manage tender strategies, ensuring alignment with client requirements and business goals.
- Produce precise and competitive cost estimates and cost plans.
- Represent Stepnell at post-tender interviews, presentations, and negotiations to secure projects and ensure a seamless transition to delivery teams.
- Establish and nurture strong relationships with clients, consultants, and supply chain partners to enhance business development and bidding strategies.
- Promote innovation and value engineering by collaborating with suppliers and subcontractors to achieve optimal solutions.
- Identify, assess, and communicate project risks and opportunities transparently during adjudications.
- Contribute to the growth of Stepnell's presence in key sectors through teamwork and the sharing of best practices.
- Provide mentoring and support to colleagues within the work-winning team, encouraging innovation and excellence.
- Maintain professional and effective communication with internal and external stakeholders.
- Collect and evaluate feedback on tenders to inform and improve future submissions.
- Ensure the accurate application and monitoring of risk registers.
- Clearly articulate bid strategies and innovative solutions to Stepnell Directors and construction teams.

We are looking for an experienced construction Estimator with:

- Strong leadership and collaboration skills
- A passion for achieving high-quality results and exceeding expectations.
- The ability to foster lasting relationships with clients and stakeholders
- A commitment to continuous improvement and innovation in all aspects of work.
- Integrity and a customer-focused mindset.

Why Stepnell?

At our core, we are committed to inspiring, nurturing, and investing in our people, ensuring that their careers are both fulfilling and rewarding. As proud holders of Investors in People Gold accreditation, we recognise that our employees are the driving force behind our success. We value everyone's contribution and curiosity rules within our teamship philosophy. We aim to empower our people to make a difference and drive positive change across our business and services.

Join us in a collaborative and inclusive environment where your well-being is our priority, and your contributions are truly valued.



About Us

We are a family-run business with a history of more than 155 years, we are stable and reliable, making long-term decisions in the best interest of our people and customers.

Our unique and growing capabilities span construction, property development, energy, joinery, and concrete repairs, enabling us to meet the diverse needs of our customers. With six regional offices in Nottingham, Rugby, Wantage, Bristol, Southampton, and Poole, across 3 business units, our geographical reach allows us to maintain high levels of repeat business, currently representing 75% of our turnover.

Our team of experts rises to every challenge, we are proactive problem solvers, and collaborate every step of the way, ensuring our customers have a smooth experience.