



At Stepnell, we understand the importance of communication, as a growing team we are looking to recruit an Internal Communications Specialist. In this dynamic role, you'll craft and deliver compelling strategies that align with business goals, ensuring clear, consistent, and inspiring messaging across all internal channels. You'll play a key role in fostering collaboration and transparency while bringing company values to life. From leading the charity committee and spearheading wellbeing and social initiatives to developing innovative ways to connect with our site-based workforce, you'll be at the heart of building a more engaged, informed, and connected team.

Key Responsibilities

- Develop and implement internal communication strategies aligned with company goals.
- Craft and distribute key business messages with leadership.
- Keep employees informed on updates, initiatives, and changes.
- Strengthen the 'One Stepnell' culture through innovative communication methods.
- Measure engagement effectiveness using metrics and feedback.
- Create engaging content across internal channels (emails, newsletters, intranet, presentations).
- Oversee and enhance internal communication tools.
- Support culture, engagement, and change initiatives with HR and leadership.
- Ensure brand consistency in all internal communications.
- Drive employee engagement and company values through initiatives.
- Organise internal events, workshops, and recognition programs.
- Coordinate wellbeing and social initiatives (e.g., Brew Monday, Men's Health Month).
- Gather employee feedback to refine communication strategies.
- Lead the company charity committee and CSR initiatives.
- Align social engagement activities with business values.
- Support leadership with crisis communication and major business changes.
- Develop strategies for engaging site-based and remote workers.
- Enhance communication tools for diverse roles and regions.
- Assist in workshops, leadership programs, and training materials.
- Monitor and improve internal communication effectiveness.

Key Skills & Experience

- Strong written and verbal communication skills, with the ability to engage a diverse workforce.
- Experience in internal communications, employee engagement, or corporate communications.
- Ability to manage multiple projects and work collaboratively
- Knowledge of digital communication platforms, intranet management, and branding.
- Strong stakeholder management skills with the ability to influence.



COMPLETE CONSTRUCTION PARTNER

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.

To show our appreciation, we offer generous and competitive benefits including, an enhanced pension scheme with a Stepnell contribution of 7% to help secure your financial future, annual leave that increases with service and the flexibility to purchase more, a market leading employee referral scheme, and for eligible roles comprehensive health coverage, adjustable start and finish times and a car allowance or company car.

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, Liverpool, and Poole, across 3 business units, our geographical reach allows us to maintain high levels of repeat business, currently representing 75% of our turnover.