



We are looking for an experienced and driven **Managing Quantity Surveyor** to take ownership of the commercial performance across multiple projects (or one large project). This is a leadership role that requires not only project-level expertise but also the ability to mentor and manage other surveyors, contributing to the ongoing development of the commercial team.

You will play a key role in driving project success through effective cost management, procurement strategies, and proactive client and subcontractor engagement.

Reporting to our Commercial Manager:

## **Key Responsibilities**

### **1. Strategic Leadership**

- Oversee the commercial performance of assigned projects to develop, control, and improve financial outcomes.
- Manage a team of Quantity Surveyors, providing mentorship, performance reviews, and recruitment support.
- Act as a key point of contact for project-level commercial decisions and collaborate closely with Contracts Managers and Project Managers.

### **2. Procurement and Commercial Management**

- Develop and execute procurement strategies for subcontractors, ensuring risk and value are optimised.
- Negotiate subcontractor orders and manage payment authorisations in compliance with contract terms and legal requirements.
- Ensure that procurement schedules and trackers are accurate, up to date, and aligned with project requirements.

### **3. Financial Oversight**

- Take ownership of Cost Value Reconciliation (CVR) reports, ensuring accurate monthly movements and forecasts.
- Collaborate with project teams to monitor and grow project margins.
- Prepare and maintain project Risk and Opportunity Registers to enhance financial outcomes.

### **4. Project Involvement**

- Attend project launches to ensure that procurement schedules and commercial positions are optimally set from the outset.
- Work with design and project teams to identify and implement value engineering opportunities and optimise buildability.



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- Ensure that alternative procurement solutions are considered to avoid singular routes and mitigate risks.

## **5. Client and Subcontractor Relations**

- Develop strong relationships with clients and consultants, providing early commercial advice where required.
- Manage client and subcontractor commercial issues proactively, resolving disputes effectively without escalation to senior leadership.

## **6. Work Winning and Tenders**

- Review contract terms and conditions, providing insights to ensure favourable commercial outcomes while managing long-term risks.
- Collaborate with Bid Managers and Estimators to ensure subcontractor engagement aligns with bid strategy and value engineering opportunities.

## **7. People Management**

- Mentor, support, and develop Quantity Surveyors, ensuring they work to their full potential.
- Conduct appraisals, provide regular feedback, and support team development through structured training and guidance.
- Recruit and nurture junior staff and trainees, helping them achieve their potential.

## **Key Competencies**

- Strong commercial acumen and experience in managing both project and team-level responsibilities.
- Excellent negotiation and problem-solving skills, with a focus on proactive resolution of client and subcontractor issues.
- Proven ability to develop and enhance client and consultant relationships.
- Exceptional leadership and mentoring capabilities.

## **What We're Looking For**

- Extensive experience in quantity surveying, including managing teams and complex projects.
- A proven track record of improving project margins and delivering commercial success.
- In-depth knowledge of procurement processes, contract management, and construction law.



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- Strong leadership and people management skills with the ability to inspire and develop high-performing teams.

## **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, 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, 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.