



Are you a strategic thinker with a passion for winning business and driving innovation? Stepnell is looking for a highly motivated **Preconstruction Manager** to lead our regional preconstruction function in the Midlands. This is an exciting opportunity to make a real impact by securing high-quality projects, developing winning bid strategies, and ensuring our business stays ahead of the competition.

#### Key Responsibilities

##### **Strategic Leadership & Business Growth**

- Lead the pre-construction function, aligning with company objectives to drive business success.
- Develop and execute pre-construction strategies to win the right projects.
- Build strong external relationships to enhance business growth and secure future opportunities.
- Champion innovation to keep Stepnell ahead of industry trends.

##### **Bid & Tender Management**

- Oversee the entire bid and proposal process, ensuring accuracy and competitiveness.
- Develop winning bid strategies in collaboration with the senior team.
- Manage resources effectively to deliver high-quality, timely submissions.
- Maintain a keen eye on market trends, competitor activity, and emerging opportunities.

##### **Construction & Delivery Support**

- Work closely with construction teams to ensure smooth project transitions.
- Capture and share key learnings to continuously improve our processes.
- Stay up to date with modern construction methods and integrate them into our bids.

##### **Financial & Performance Analysis**

- Collect and analyse feedback from both successful and unsuccessful bids.
- Monitor bid performance to refine future strategies and improve outcomes.

##### **Quality & Risk Management**

- Ensure all bids meet Stepnell's high standards and adhere to best practices.
- Manage risks effectively throughout the bidding process.
- Continuously improve processes to enhance efficiency and success rates.



COMPLETE CONSTRUCTION PARTNER

## What We're Looking For

- Proven experience in pre-construction or bid management
- Strong leadership skills with a strategic and innovative mindset
- Expertise in construction, estimating, and bid management
- Excellent relationship-building and negotiation skills
- Ability to thrive under pressure and manage multiple bids simultaneously

## 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, 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.

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.