



Are you a skilled and motivated **Site Manager** with a passion for delivering exceptional construction projects? At **Stepnell**, you'll play a pivotal role in managing high-quality projects, ensuring they meet the highest standards of health, safety, and compliance.

We're a forward-thinking company that values innovation and rewards hard work. As we continue to grow, we're seeking talented **Site Managers** to join our **Midlands team**, working across Warwickshire, the M42 corridor, and Northamptonshire. You'll support our Project Managers in delivering projects of up to £30 million across diverse sectors, with your first project focused on an exciting education scheme.

Your Key Responsibilities:

Construction Management:

- Oversee all on-site activities, ensuring compliance with health and safety regulations and on-time project delivery.
- Enforce quality control by inspecting trades on-site and requiring sample areas/rooms to meet high standards.
- Manage material requisitions, verify deliveries, and ensure alignment with procurement orders.
- Collaborate on programme revisions with the Senior Site Manager (if applicable) and Project/Contracts Manager.
- Maintain and update the as-built programme weekly to track progress effectively.
- Compile and manage the Health & Safety file throughout the project.

Compliance and Safety:

- Identify and mitigate health, safety, and environmental risks on-site.
- Develop and approve Risk Assessments and Method Statements (RAMS) for all operatives and subcontractors.
- Participate in subcontractor pre-let interviews and decisions to ensure project alignment.
- Implement corrective actions for non-conformance, recommending improvements to site systems as needed.

Leadership and Team Development:

- Lead and motivate the site team, including assistants, trainees, operatives, and subcontractors, to achieve peak performance.
- Plan and allocate tasks for maximum productivity, ensuring clear areas and timelines for each trade.
- Provide constructive feedback and assist with appraisals to support team growth and professional development.
- Foster strong relationships with clients and their representatives, ensuring issues are resolved promptly and satisfaction remains high.

The ideal candidate:

- Proven experience as a **Site Manager**, ideally with expertise in delivering education projects.



COMPLETE CONSTRUCTION PARTNER

- Customer-focused, with a commitment to exceeding expectations and delivering outstanding service.
- A creative problem-solver who can explore and implement innovative solutions.
- A strong collaborator who thrives in a team environment, sharing knowledge and contributing to group success.
- Dedicated to self-development, improvement, and upholding high ethical standards.

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.