



START YOUR CAREER WITH KNIGHTS BROWN

JOIN OUR TEAM



M4 Junction 34, SWTRA Framework

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Outstanding Contribution Award nominees, 2019

**“... A COMPANY
PEOPLE ASPIRE TO
WORK FOR...”**

WELCOME

Our vision is to be a company people aspire to work for, where we will always deliver the best experience for our customers.

As we continue to flourish, our graduates and new entrants are vital to our success. You support our growth and bring fresh perspectives to what we do.

Our ambition is to equip you with the skills, belief and culture that will enable you to play an active part in building this great place. So, what you think, do, and believe, is important to us.

OUR SIX GUIDING PRINCIPLES

Our six guiding principles influence how we treat each other, how we treat the people we work with, and how we make decisions. And we recruit and develop our people with them in mind.

- **Foster team spirit:** We are stronger together.
- **Inspire confidence and admiration:** We build respect through trust.
- **Face challenges with enthusiasm:** We are adventurous, encouraging, creative and open-minded.
- **Build open and honest relationships:** We listen to what others have to say.
- **Add value through simplicity:** We are straightforward and uncomplicated.
- **Take pride in success:** We challenge the way we work to find a better way.

Your contribution will shape our business, helping us grow and flourish, to be something we are all immensely proud of.

Our achievements are measured not just by the legacy we leave behind but by our journey; how we get there, who we meet along the way, and the impact we have on the lives we touch.

Read on to take the first steps of your journey towards joining our team.



Kevin Valentine, Managing Director, January 2021

WORKING WITH US

PROFESSIONAL PROBLEM SOLVERS WHO LOVE A CHALLENGE.

At Knights Brown, we believe in putting our people first, in handing over projects that make us and our customers proud, and in realising ambitions.

Our people are dedicated problem solvers, who constantly challenge what we do to find a better way and take time to fully understand our customers' needs.

Our teams are based across southern England and Wales, while our sector experts have licence to roam in the delivery of specialist services. We are a privately owned and independent, full service construction company.

All this adds up to lots of opportunity and early responsibility for individuals with a flair for our way of doing business.

At Knights Brown our ambition is to grow at a rate that creates opportunities to meet the aspirations of our people.

Our aim is to provide the right environment for you to develop within our business and realise your long-term career aspirations.

Currently, over 12% of our employees are in graduate, trainee or apprenticeship roles. As most organisations aspire to 5%, this is a figure we are justly proud of. We will continue to invest in our new entrants' programme, which we see as critical to our future success. We have an excellent track record of taking on year in industry placement students and a significant number of them return to fill graduate positions.

In collaboration with Fareham College we have helped create a unique bespoke apprenticeship programme, which is targeted at preparing young people and adults for careers in civil engineering occupations. Apprentices regularly join us from this scheme, which is proving invaluable in sustaining our business.



**OVER
12%**
**OF OUR EMPLOYEES
ARE IN GRADUATE,
TRAINEE OR
APPRENTICESHIP ROLES.**

APPRENTICE STORY

"I joined Knights Brown as an apprentice groundworker and am currently completing the programme at Fareham college. The first 20 weeks enabled me to work most of the time at the college to obtain the basic skills that I am now developing on site. There are a number of apprentices like me in the division.

I have been working on drainage and concrete pours, and I am learning a great deal from the experienced teams here.

To date I have worked on:

- A Wessex Water project at Berry Hill, Bournemouth
- Repairing the harbour walls at Weymouth
- New tank sheds at the Bulford and Tidworth army camps

I love working outdoors and I am very hands on so this role suits me perfectly."



**Liam Ashby, Apprentice
Groundworker, Southern
Division**

Joined in 2019

COMMUNITY WORK

Orpheus focuses on using performing arts to empower young adults with disabilities. With a music festival coming up they needed some help prepping the centre's grounds. Our team's efforts, including building and painting a 40m fence, were warmly received:

"I cannot thank you and your team enough for the hard work and determination yesterday. You were an outstanding group, good fun and incredibly hard working. I can't believe what you achieved in a day. I've just spent five minutes this morning staring at the fence in total disbelief!"



WE FULLY SUPPORT
TEAMS TO GET
INVOLVED WITH
**COMMUNITY
ACTIVITIES**



South East Division's Gatwick team on an ESV day at Orpheus Centre with Gatwick Airport staff

GIVING SOMETHING BACK

We encourage all our employees to get involved with their communities. This helps create connections for our people outside of work as well as allowing us as a company, to make a social contribution.

Our employer supported volunteering (ESV) programme will allow you to take a day's paid leave to volunteer with an organisation you care about. You will also be encouraged to take part in activities you might not otherwise have considered. To help foster team spirit, we fully support teams from sites and offices working together to get involved with community activities.

While made more challenging by the pandemic, we've continued to help out where we can including packing and delivering over 100 food and gift parcels for Communities and People's annual 'hamper scamper'. The campaign gives hope to families and individuals by providing seasonal food parcels and children's gifts for those in need.



Wales & Energy Division's 'Keep Wales Tidy' ESV beach clean

GIVING SOMETHING BACK

FOR FOUR YEARS KNIGHTS BROWN PARTNERED WITH TONY GEE, A CONSULTING ENGINEER, TO SUPPORT THE CHARITY 'BRIDGES TO PROSPERITY.

In that time our 20 volunteers assisted in the building of four footbridges, two in Rwanda and a further two in Uganda, providing rural communities access to the healthcare, education and economic opportunity that allowed them to help themselves out of the isolation that's a root cause of poverty.

Whilst hugely successful, in 2019 feedback from our employee survey suggested moving towards a more local approach that would be accessible to more people. Today, we have graduates working on a project to identify a new cause for Knights Brown to support, one that will inspire our employees and they will wish to actively support.



Bridges to Prosperity Programme

OUR TEAM WENT TO
EASTERN UGANDA,
TO BUILD A
64M
SUSPENDED
FOOTBRIDGE



Bridges to Prosperity Programme

BRIDGES TO PROSPERITY PROGRAMME:

12%
MORE
CHILDREN
IN SCHOOL

18%
INCREASE IN
HEALTHCARE
TREATMENT

30%
INCREASE IN
HOUSEHOLD
INCOME

APPRENTICE STORY

"I volunteered with Bridges to Prosperity in 2018. My role was logistics coordinator, booking and arranging hire cars, accommodation and transport around the build. Once we were in Uganda, I mucked in wherever needed, I even tried my hand at H&S briefings. It gives me a great sense of achievement and pride to know I played a small part in the construction of this build and that Knights Brown gives their employees the astounding opportunity to make a difference to the lives of many, not only this community, but for our projects in Rwanda also.

The days were long, and the work was hard, but the experience itself was unique and so worthwhile. We have helped to provide the community with stability and an avenue to greater opportunities. But it has not only provided for the Namakhokolo community; it has provided our team with something in return. We have all gained a vital life experience and skills, a sense of appreciation, adaptability and a greater understanding of engineering."



Ailish Smith, Assistant Bid Writer & Estimator, Wales Division,
(Joined 2014 as apprentice administrator)

GRADUATE STORY

"In July 2017, our 10 employees went to Budende to build a 58m suspension foot bridge over the Bakokwe River. This now allows the 8,500 residents of Kiyumba, who are primarily farmers, to continue to reach markets and essential services even when the river is in flood.

"Since gaining my degree in civil engineering from Nottingham Trent University in 2015, I have worked as a graduate site engineer on projects varying from highways to pre cast concrete beach huts. Starting my career with Knights Brown has given me a broad range of experience within the industry and a level of responsibility that keeps my work challenging and exciting. I was lucky enough to be selected for 2017's project with Bridges to Prosperity. I travelled to Rwanda as part of a team to use our knowledge and experience to build a footbridge for a remote community."



Oliver Wells, Senior Engineer, Southern Division
(Joined 2015)

GRADUATE STORY

"I initially joined Knights Brown in the summer of 2017 as a summer placement site engineer. I worked on two very interesting but different projects with the Wales Division. One was a weir in Resolven where we were repairing the concrete and installing fish baffles. The other was a wind farm in Northern Ireland, which included installing 10 turbine foundations. I learnt a lot from both jobs; not only engineering wise but also business wise.

After my summer placement, I finished my engineering master's degree before returning to work for Knights Brown's South East Division. Here I have had the pleasure of working on the Gatwick Airport Framework Agreement, which included the North Terminal long stay car park, the new control tower, and the second phase of some pedestrian safety enhancements. I am now working on the Port of Dover Framework, where I worked on relocating a weighbridge, installing foundations, replacing PQ slabs and a range of other specialist activities. I am proud to have been part of these projects especially having overcome certain challenges. I am looking forward to what the future has to bring with Knights Brown as so far it has been nothing but interesting."



Stephanie Younes,
Sub Agent, South East
Division

(Joined permanently 2018)

GRADUATE STORY

"I completed a summer placement at Knight Brown after my third year of study in 2011 and joined the company as a graduate engineer in 2012. I am currently a project manager in the Wales & Energy Division.

Since joining I have had varied experience both operationally, working on award winning projects, and in work winning.

I was provided the opportunity to complete a design secondment in 2016 to aid the final sign off of my ICE development objectives. I completed the company's ICE accredited training scheme in 2017 and sat my chartered professional review in 2018. I am now a chartered civil engineer thanks to the opportunities afforded to me and the support I have received from Knights Brown.

In 2017 I was selected as one of five team members to travel to Rwanda and build the Budende Footbridge, linking communities in a rural part of the country. It was an amazing experience and one I will always be thankful to Knights Brown for giving me."



Anthony Cabble, Chartered
Civil Engineer and Project
Manager, Wales & Energy
Division

(Joined 2011)

STARTING YOUR JOURNEY

IT CAN BE DIFFICULT TO KNOW EXACTLY WHAT YOU WANT TO DO WITH YOUR CAREER. OFTEN, IT'S NOT UNTIL WE TRY SOMETHING OUT THAT WE CAN SEE WHERE OUR FUTURE LIES.

Our programme is designed to give you structure along the way but is sufficiently flexible to respond to your personal learning and development needs.

We encourage you to shape your own career along the way. Our promise to you is we will always ask, what can we do to create an opportunity for you?

When you are in the right role, then you will be at your best.

From day one you will be encouraged to play a part in the business. This will begin with an induction programme where you will meet other new entrants who might be graduates, trainees, year in industry or placement students. This is your opportunity to start building relationships that could go on to last a lifetime.

You will also meet significant role-holders and be encouraged to take part in a variety of project activities.

Embedded in the programme are opportunities for you to meet regularly with your peer group, share experiences and ideas, and support each other with your careers.

You will also be paired with one of our experienced graduates who will share their knowledge with you and provide answers to some of the more difficult questions you might have along the way.



**A DIVERSE
AND SKILLED
WORKFORCE
IS ESSENTIAL
TO OUR SUCCESS.**

IN RETURN

- Competitive salary
- Career development
- Full support of an accredited training programme
- Company car and fuel card
- 26 days annual leave plus bank holidays
- The day off on your birthday
- Employer supported volunteering opportunities in the UK and abroad
- Subsistence allowance
- Inconvenience allowance for site-based employees working away from home each week
- Private medical insurance (optional)
- Employer contribution pension scheme
- Recruitment bonus scheme for the successful referral of new staff
- Cycle to work scheme
- Employee assistance programme
- Enhanced family friendly provisions

Our company benefits are subject to policy and eligibility conditions.

Knights Brown actively promotes inclusiveness creating an environment where individuals have equal opportunity to achieve their full potential and where employees feel respected. A diverse and skilled workforce is essential to our success.



READY FOR THE NEXT STEP?

We would love to hear from you. If you still have questions, just get in touch, we're here to help. Or, if you're ready to apply, do it today.

Our contact email for all enquiries is:
HR@knightsbrown.co.uk.

We look forward to hearing from you.



ask@knightsbrown.co.uk | knightsbrown.co.uk

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