



**START YOUR CAREER
WITH KNIGHTS BROWN**

JOIN OUR TEAM



M4 Junction 34, SWTRA Framework

CONTENTS

WELCOME	5
WORKING WITH US	6
GIVING SOMETHING BACK	9
STARTING YOUR JOURNEY	14
IN RETURN	15
READY FOR THE NEXT STEP?	15



Outstanding Contribution Award finalists, 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 our future. So, what you think, do, and believe, is important to us.

OUR SIX GUIDING PRINCIPLES

Our 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, October 2019

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, in making a meaningful contribution, and in realising ambitions.

Our people are talented problem solvers, who challenge what we do to find a better way and take time to fully understand our customers' needs. We're agile and have the freedom to act decisively.

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, multidisciplinary 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, almost 10% of our people 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.



ALMOST
10%
OF OUR EMPLOYEES
ARE IN GRADUATE,
TRAINEE OR
APPRENTICESHIP ROLES.

GRADUATE STORY

"I have a degree in Construction Engineering Management from the University of Portsmouth. I worked in the industry for two and a half years before landing on my feet with Knights Brown.

I enjoy working here as they have supported my development. I'm completing my ICE attributes to be an incorporated engineer. I have been pushed to complete a wide variety of roles and responsibilities and I've been able to work and learn from my site colleagues. It's also good to have the support of a very experienced organisation.

To date I have worked on:

- A prestigious IBAA processing plant
- A recycling facility
- A quarry
- A very large flood alleviation project in a secure environment

All have had their challenges but have all been successful and have taught me a great deal!"



Rory Coupar, Senior Engineer, Southern Division
Joined as a graduate engineer in 2014

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, like beach cleans.

Not only does our programme improve our employees' skills, it also promotes a better work life balance.



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

GIVING SOMETHING BACK

RURAL ISOLATION IS A ROOT CAUSE OF POVERTY. BRIDGES PROVIDE THE CONNECTION THAT IS THE FOUNDATION OF OPPORTUNITY.

- 12% more children in school
- 18% increase in healthcare treatment
- 30% increase in household income

For the past four years, Knights Brown has partnered with Tony Gee, a consulting engineer, to each send five employees on a Bridges to Prosperity programme. These builds have taken place in Rwanda and Uganda.

This year, our team went to Eastern Uganda, to build a 64m suspended footbridge. Prior to the trip the team dedicated their energies to raising the funds needed to cover the cost of their flights and in-country expenses. In doing this collectively, it helped build a bond between them that is invaluable when it comes to hitting the ground running when they arrive in country.

The Bukwo river was very dangerous to cross when flooded. The new bridge has provided a lifeline, helping the community to help themselves out of poverty and saving lives.



Bridges to Prosperity Programme



Bridges to Prosperity Programme

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

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 last year'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, Site 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 currently have the pleasure of working on the Gatwick Airport Framework Agreement. We have three different live projects, including the North Terminal long stay car park, the new control tower and the second phase of some pedestrian safety enhancements. Each has its own learning curves. 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, Graduate Engineer, South East Division
(Joined permanently 2018)

GRADUATE STORY

"I completed a summer placement at Knights Brown after my third year of study in 2011 and joined the company one year later as a graduate engineer. Since joining I have had varied experience both on site and within the bid winning and estimating sectors of the business. This year I have successfully completed the company's accredited ICE Training Scheme having completed a design secondment at BSW Consulting in Exeter to aid the final sign off of my development objectives. The highlight of my career so far was site managing the Rhiwbina Flood Defence Scheme in 2015, which went on to win the ICE Cymru Roy Edwards Award in 2016".



Anthony Cabble, Chartered Civil Engineer And Project Manager, Wales 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.



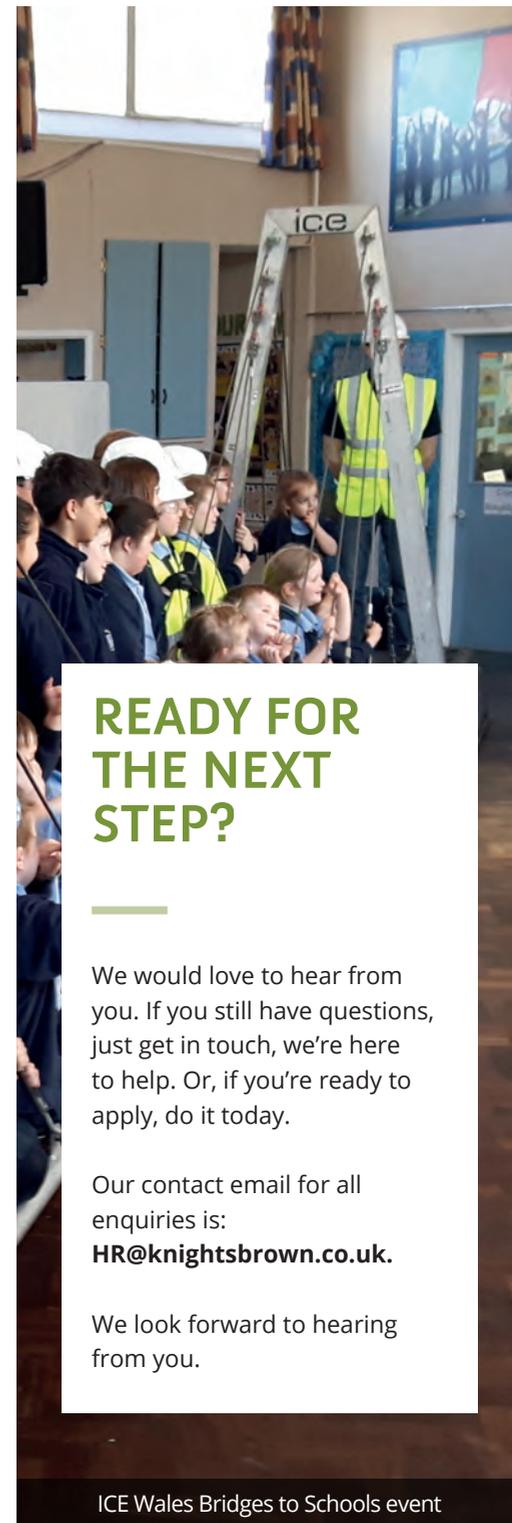
**A DIVERSE
AND SKILLED
WORKFORCE
IS ESSENTIAL
TO OUR SUCCESS.**

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

ISSUE: 5

