



Are you an experienced and driven **Site Manager** with a passion for delivering excellence? Here at Stepnell, as a Site Manager you'll play a crucial role in delivering high-quality projects while maintaining the highest standards of health, safety, and compliance. We are a forward-thinking company that values your ideas and rewards your efforts.

We are looking to grow our team and recruit Senior/ Site Managers to join our Midlands team. You'll support our Project Managers to deliver mainly projects up to 30 million pounds across a variety of different sectors. Initially we have two projects we are recruiting for a new build leisure scheme in Litchfield and an education extension in Sutton Coldfield.

Key Responsibilities:

Construction Management:

- Oversee all on-site activities, ensuring strict adherence to health and safety regulations and timely project delivery.
- Ensure the highest quality control by vetting trades on-site and requiring sample areas/rooms to guarantee standards.
- Manage material requisitions and ensure site ownership of all deliveries, verifying materials received against procurement orders.
- Review and propose revisions to the project programme, collaborating with the Senior Site Manager (if applicable) and the Project/Contracts Manager.
- Drive the project timeline, ensuring completion within the set programme, while updating the as-built programme weekly.
- Compile and maintain the Health & Safety file throughout the project.

Compliance:

- Identify and manage health, safety, and environmental risks, developing and approving RAMS for all operatives and subcontractors.
- Participate in pre-let interviews and decision-making for subcontractor appointments, ensuring alignment with project goals.
- Implement corrective actions for any non-conformance on-site, recommending system improvements as needed.

People Management:

- Lead and motivate the site team, including assistant or trainee, operatives, and subcontractors, to maximize performance and efficiency.
- Plan and allocate work to ensure optimal productivity, with dedicated areas and timescales for each trade.
- Provide constructive feedback and assist with appraisals, fostering continuous improvement and professional development within the team.
- Maintain strong, positive relationships with clients and their representatives, addressing issues promptly and ensuring customer satisfaction.



The ideal candidate:

- Experienced construction Site Manager working in a variety of sectors
- Will be customer-focused, prioritise our customer needs, and deliver excellent service, recognised by peers and clients.
- Be able to implement ideas for improvement, while actively managing self-development.
- Think creatively to solve problems, exploring multiple solutions to achieve success.
- Collaborate effectively, sharing information and expertise, and actively participating in team discussions.
- Uphold high ethical standards, treating all team members and stakeholders with dignity and respect

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.