



R&W

Contents

P4

Our Business

P5

The R&W Way

P6 & P7

Our Apprentices

P8 & P9

Graduate & Under Graduate Opportunities

P10 & P11

Your Career, Your Choice

P12 & P13

Home Grown Talent

P14 & P15

Empowering People

P16

Attracting & Nurturing Talent

P17

Managing Talent

P18

Industry Accolades



The R&W Academy Ethos

excellence
R&W Academy
enthusiasm stars achievement
carefully selected
R&W Way apprenticeship
nurturing confidence
strength family synergy employment
leadership placements career
safety drive training success
motivation talent team

We are our people. We not only focus on recruiting talented and motivated people but we support them throughout their careers so they can achieve their full potential and work within the philosophy of the R&W Way. In addition to ensuring their safety and well-being our goal is to provide career development and opportunities for every member of staff.

The R&W Academy was launched to nurture, encourage and train our talented team.

We are always looking for those individuals that possess that extra ingredient that, with the right environment, the correct development and the appropriate opportunities to excel, will

make the most exceptional team members, in addition to having that all important R&W 'can do' attitude.

Our dedicated Training Team ensures that our operations staff have all the necessary safety and technical qualifications they need, and we actively encourage everyone to participate in appropriate courses and work-

shadowing for their continual professional development. We support staff through part-time higher education courses, such as engineering degrees, higher national certificates and diplomas.

We are also committed to the recruitment of apprentices, graduates and undergraduates seeking work placements.

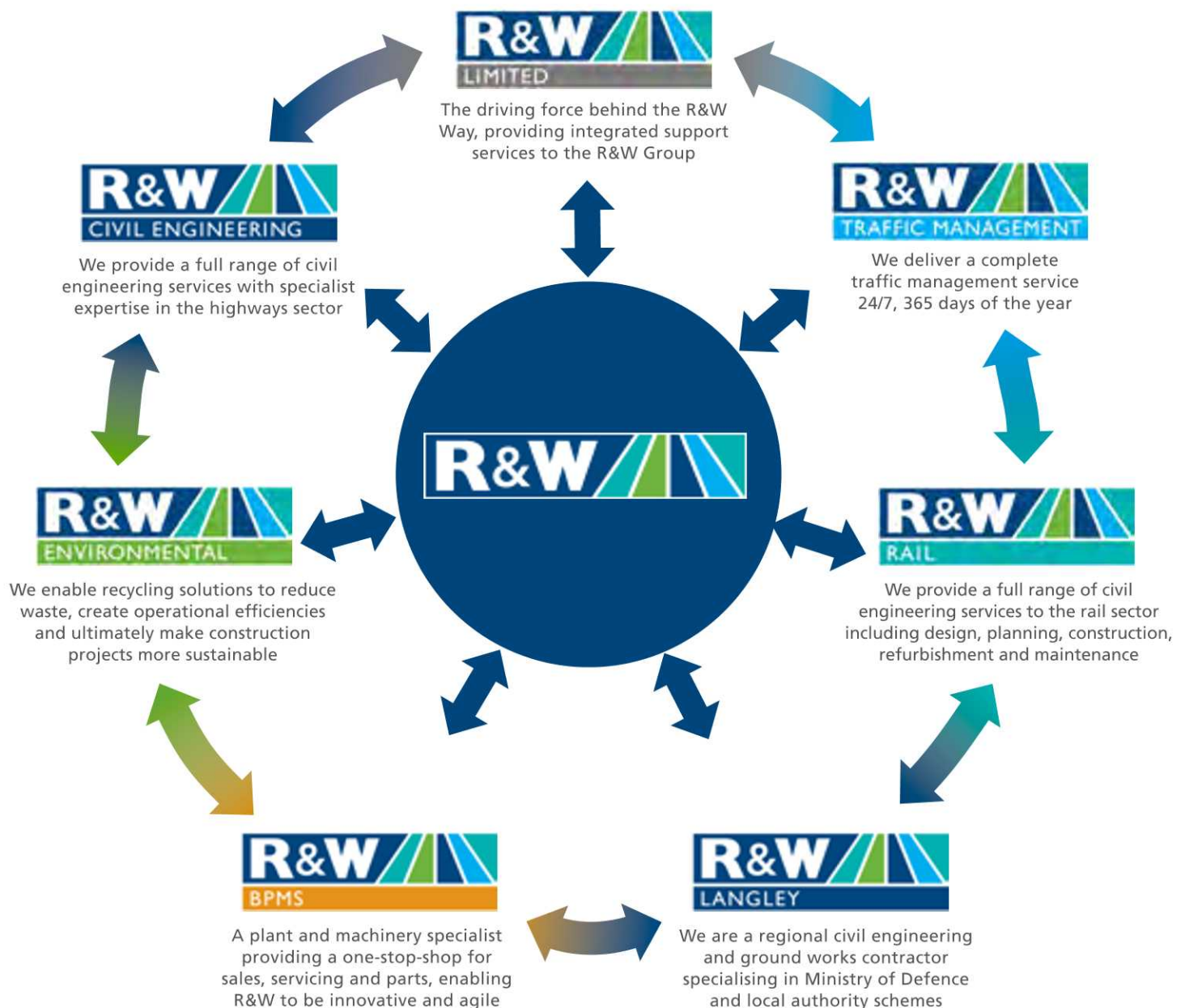
warding
environment
community integrity
ambition promotion
programmes equal
recognition awards collaboration
supporting students
recycling caring cohesion
local staff for local projects
invest in training
accountable winners sustainability promotion innovation
increased opportunities



R&W

Our Business

Since being founded in 1978, with a small bank loan to purchase a second hand excavator, R&W has grown to become a multi-million pound business that employs 400+ skilled staff. Today R&W comprises seven operating businesses that together meet customer requirements and provide you with enormous potential for a diverse and rewarding career, whatever your ambition.



R&W

The R&W Way

R&W is a business built on family principles, hard work, innovation, trust, collaboration and a wish to go that extra bit further for our customers. Over the years we have grown the business focusing on three key organisational pillars and these are as important today as ever. We call this the R&W Way. At its heart is our focus on managing risk, be it our own, our clients' or those affected by our work. We engage early to identify, eliminate, reduce, isolate and control all risks.



R&W

Our Apprentices

Apprenticeships are available in all areas of R&W, offering great opportunities to a broad cross section of talent from various backgrounds. If you think this might be right for you, take a look at what our apprentices have to say.

Our stars include:

Sam Fisher CETC Apprentice Groundworker

"I love working for R&W, everyone was so welcoming and the apprenticeship I'm on is great. Even though my Maths and English grades weren't up to the level needed, I got accepted and, with the college's help, I've retaken and passed both! I learnt so much at college, getting the qualifications I needed and even spent some time out on site."



Sam always knew a career in construction was what he wanted to do. So when he left school he started working for his Dad who had his own building business. When his Dad sadly passed away Sam wanted to continue the family tradition in construction and started searching for apprenticeships. He came across R&W's CETC apprenticeship programme via

the government's website and was quick to apply and, after an interview with R&W, started his two-year CETC apprenticeship just a few weeks later.

The CETC programme includes 20-weeks full time training at college, which is made up of a number of classroom studies and

practical learning. Sam successfully gained the necessary qualifications, including how to use a CAT and Genny, dumper and roller, so he felt safe and confident embarking on the remaining 18-months of his apprenticeship working on a live site.





Brandon Parker Plant Engineering Apprentice

"I love the people at R&W, everyone gets along and it's a great working environment. And at college I get to work on a wide variety of machines."

"Brandon does an exceptionally good job. He's had to play catch up on his course which he's smashed and the other week he stripped down a machine that came in as a wreck, but went out looking almost brand new!". **Andrew Botha, Service Manager**

Brandon began his career working on cars, having completed a 2-year apprenticeship gaining a Level-2 Car Mechanics certificate. He soon realised he wanted to specialise in plant machinery and so 18-months later, applied for the Construction Equipment Maintenance Apprenticeship with R&W. This is a 3-year

apprenticeship, working towards NVQ Level-3 with the option of continuing for a further year to gain NVQ Level-4.

On a day to day basis Brandon, when not in the classroom, spends his time at the R&W BPMS workshops where he is gaining practical 'hands-on' experience

applying his increasing knowledge and working on a variety of construction plant and equipment. On occasions this might also mean going out on-site, under supervision, and dealing with mechanical equipment issues; helping to keep the R&W operation moving.



Billy Trueman Trainee Engineer

"Every day at R&W is different, as the projects are so varied and each day I learn something new. Everyone is so friendly, and the great thing is they're very approachable and willing to help, which for someone just starting out in the industry is a big help. In addition, working for R&W is like being in one big happy family."

Billy didn't want to go to university, instead he wanted to start a career. After visiting R&W at a local recruitment fair, he learned how diverse the industry could be. By his own admission, Billy then didn't know much about the industry but was fascinated by how varied the work could be. He joined R&W, initially on a summer placement within the environmental side of the business,

before moving to the Civil Engineering side as a Trainee Engineer, studying on an apprenticeship course for an HNC in Civil Engineering on a day release basis.

He manages his own projects at R&W which include programming and planning works, which for someone who had been with R&W for only a short time was a great achievement.

In terms of ambition, for Billy it's simple: gaining a degree in civil engineering, joining the Institute of Civil Engineers, becoming a Site Agent and finally being appointed as a director of R&W, which with his hard work and determination all those things are possible.

R&W has always supported and encouraged graduates and under graduates into the business with a desire to nurture talent identified at grass roots level. We offer a number of opportunities, including a mixture of summer and annual placements, commonly known as 'YINI' or Year in Industry, for under graduates as well as full time roles for those who have graduated.

Our stars include:

John Kalyviotis Graduate Engineer

"When I joined R&W I felt right at home, as my Dad is a Construction Engineer and I spent my holidays working in exactly this sort of environment. The R&W guys I was working with were a great bunch and it wasn't long until I felt really comfortable and totally accepted as one of them."



When John joined R&W for a placement year as part of his 'Year in Industry' for his Civil Engineering degree at Portsmouth University, neither he nor R&W were aware of the greater contribution that this talented young man would make to the company over and above his daily duties.

Being accomplished at all that he tackled in his everyday professional life was something that R&W applauded and recognised as being the skill set that they seek, in not just permanent employees, but in juniors and apprentices, or like John, those choosing

to spend their Year in Industry with R&W. Working in Traffic Management, John was responsible for conducting and controlling the flow of traffic on Highways England carriageways within the Hampshire area, quickly making a significant contribution on a project worth £4.5million.

Going the 'extra mile' is very much part of the R&W company ethos. However, what R&W did not foresee were the skills John had as a communicator, orator, and presenter; as someone comfortable performing in front of others.

John became an ambassador for the company, representing R&W at events, recruitment fairs, and a number of Institution of Civil Engineers (ICE) 'Question Time' events. In 2016, John was awarded 'student of the year' by the University of Southampton. He's become a 'role model' for those aspiring to join the R&W family.

Having completed his Civil Engineering degree at Portsmouth University, John is now a full time R&W Graduate Engineer.



Jake Williams Under Graduate Placement

"I'm really enjoying my time with R&W. I'm gaining a great deal of good, solid, industry experience and there is always a constant flow of work. From a graduate point of view, the placement scheme is extremely well run, but more importantly, I work with a very welcoming and hard working bunch that are all great fun to be with."

Jake is a second year under graduate studying Civil Engineering at Loughborough University. He approached R&W looking for a graduate placement for his 'Year in Industry' and, following an initial interview with R&W Director, Andy Hamilton, Jake joined the team.

Working with a contractor as diverse as R&W gives Jake ample opportunity to experience many aspects of the civil engineering industry to help him decide in which direction to take his career. Currently working in the Estimating department, Jake is responsible for taking

measurements from project drawings and pricing various jobs. He's also been given responsibility for a number of jobs of his own, one being a new business park in Southampton where R&W has constructed the new road infrastructure.



Jack Dixon Graduate Engineer

"What of the future with R&W? Firstly I want to study for my Master's Degree, followed by gaining as much experience in the industry as possible, by working on as many projects that R&W are involved with. And finally, I would like to carve out a successful career in the industry with the ambition of working on some of the top world renowned civil engineering projects."

At school, Jack's tutor recognised his ability with maths and physics and the way that Jack tackled problems. An ex civil engineer himself, he suggested Jack do a little work experience during his summer holidays.

Jack applied to Portsmouth University to study civil engineering, and it was during

his 'year out' that he spent 12 months with R&W. During that year Jack experienced the family values and the passion that underpins the ethos of R&W. In the summer of 2017 Jack concluded his degree at Portsmouth with a 2:1 and immediately joined R&W as a full time Graduate Engineer. Jack has since been responsible

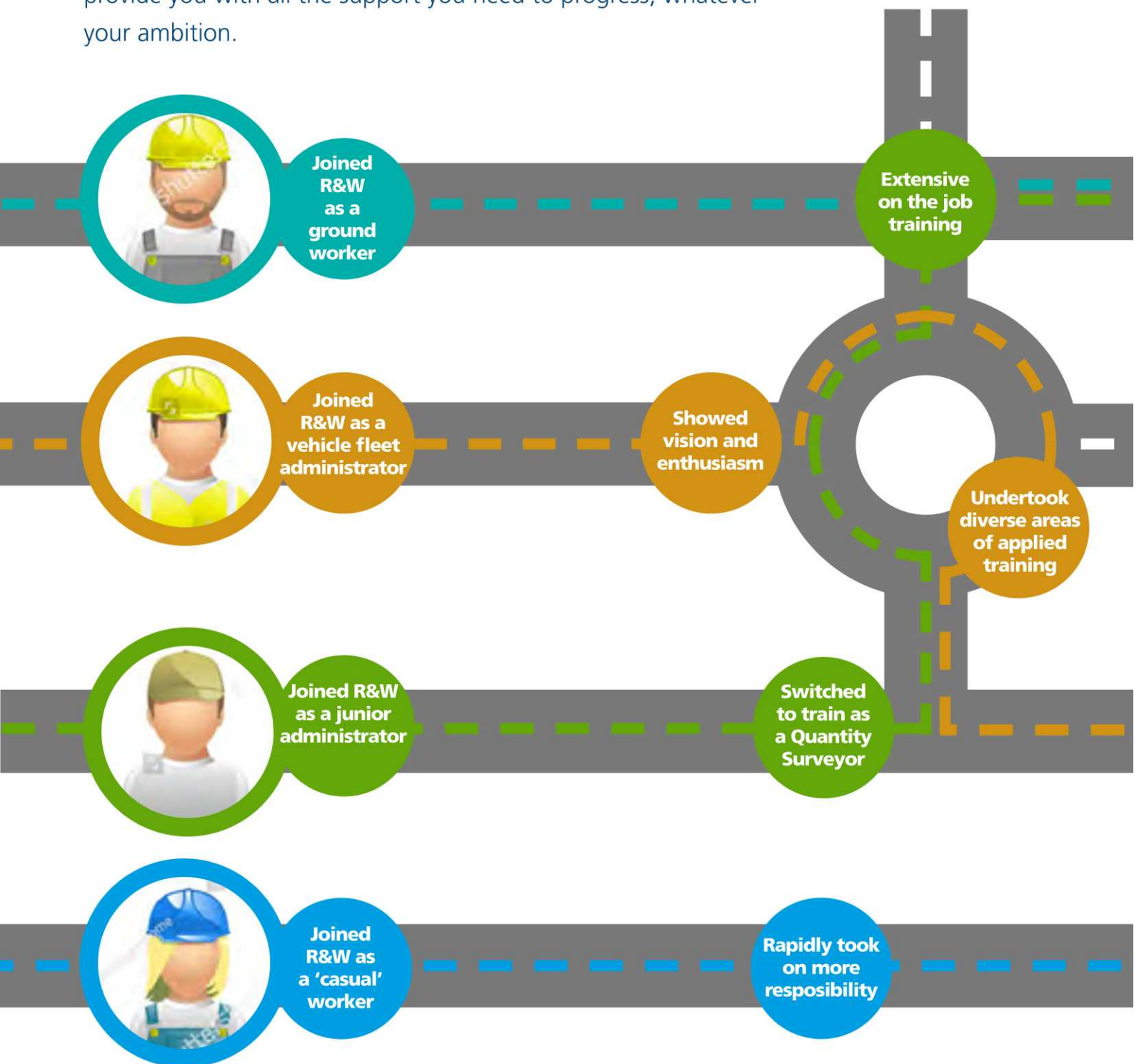
for several projects and his responsibilities are increasing.

Joining R&W was a simple choice, as Jack liked being part of a happy and contented team, where a smile and a hello is common place. He feels secure in a growing company, which still retains a family feel and values.

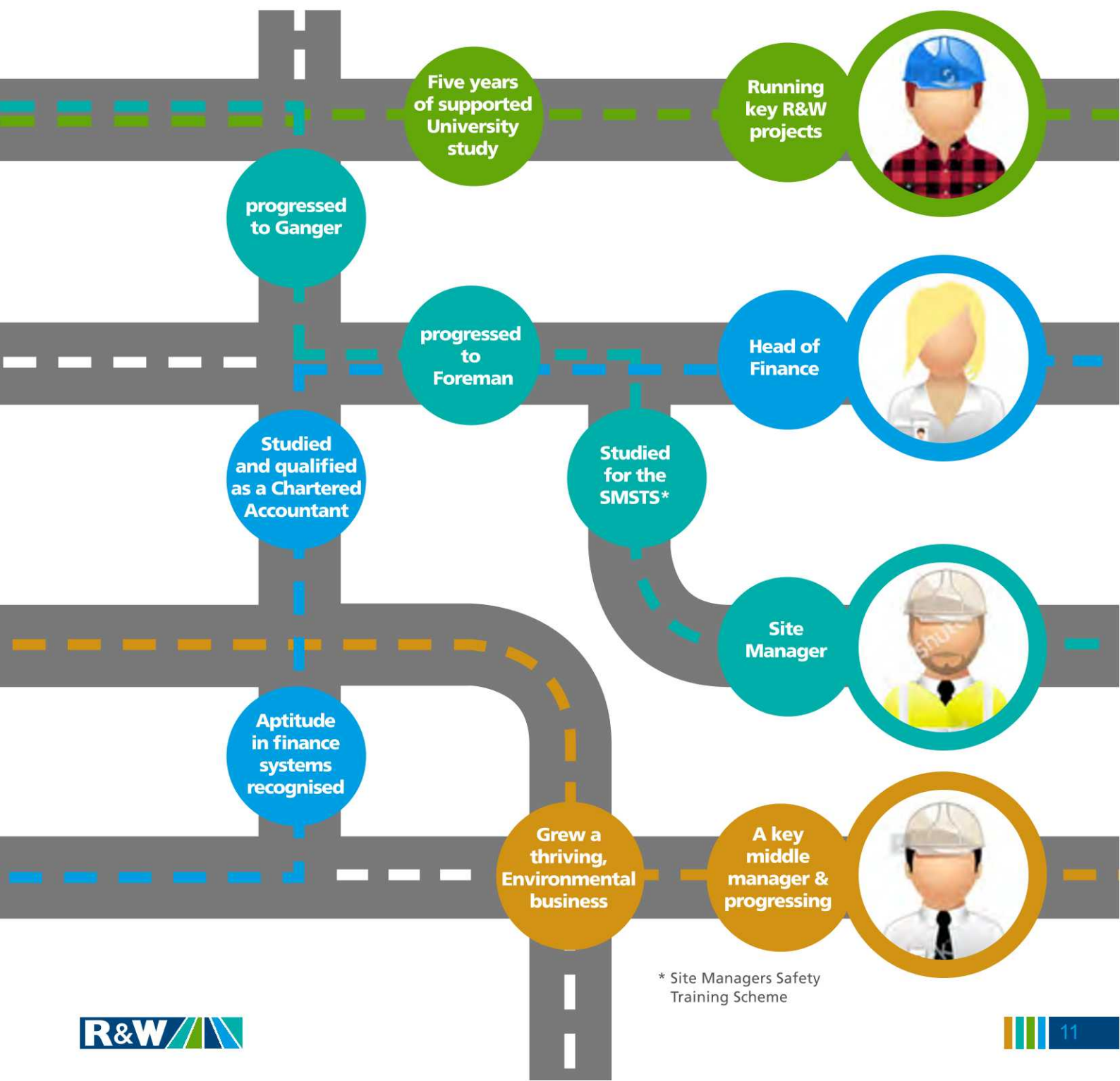
R&W

Your Career, Your Choice

At R&W we nurture talent, support ambition and reward ability. When you demonstrate enthusiasm, drive and capability, we will provide you with all the support you need to progress, whatever your ambition.



There are no limits to the levels you can reach. You can work your way up through our supportive organisation. Even if you embark on one path and then decide to take an alternate route, R&W will work hard to provide you with the diversity you're looking for and an environment in which to succeed.



R&W

Home Grown Talent

R&W is keen to identify and develop home grown talent. Individuals who, with the right attitude, correct motivation, encouragement and support from R&W, will go all the way.

Successes and promotions from within:

James Poole Service Site Agent

Howard Hutchinson - R&W Chairman

"James had that something that we look for in our employees. We pride ourselves on going that extra yard every hour, every day, every week, on every project and having the 'yes we can' attitude. That's what I saw in James. James is the type of employee that we want more of."



James joined R&W in 2011, starting as a Junior Engineer. He quickly proved that he has the right attributes that R&W seek and he soon progressed through the ranks of Site Engineer and Sub Agent, subsequently being promoted to the role of Service Site Agent responsible for multi-million pound projects.

James started his career as a bricklayer with a local building company, working his way up to Foreman and specialising in groundwork. The fascination for the bigger picture

was always there and rather than concentrating solely on groundworks James enrolled at his local University to study Civil Engineering.

One year into the course he noticed an advert from R&W calling for individuals with the 'right stuff' and that 'can do' attitude that the whole R&W working ethos is built on. James applied and was interviewed by Chairman, Howard Hutchinson, who offered James a job on

the spot and he started the very next day. Through his study path, James gained an HNC in Civil Engineering, and is continuing his studies with a four year Bachelor of Engineering degree in Civil Engineering. Having passed his first year studies at the University of Kingston, R&W is sponsoring James for the next three years, following which he plans to complete an MSC (Master of Science) in Civil Engineering & Construction Management.

Anna Oddy Trainee Quantity Surveyor



"I've always had a fascination with figures probably because accountancy runs in my family. When I realised that a Quantity Surveyor does the same thing but in the construction industry, I wanted to change my career path and was delighted for the support R&W provided. It's a very comfortable working atmosphere at R&W. Anyone is able to ask a question and I always feel valued. More importantly, I don't go a day without laughing."

Anna started with R&W as an administrator in the Environmental side of the business but soon wanted to switch roles to train as a Quantity Surveyor.

Always keen to support ambition, R&W encouraged Anna to study with the University of Estate Management. Then she

embarked on a five year course, broken down into several modules per term.

During these ongoing studies, Anna gets plenty of excellent hands-on experience with responsibilities increasing as her time with R&W progresses. Working alongside Senior Quantity Surveyors,

Contracts Managers and Estimators, Anna is responsible for payment applications to main contractors, sub-contractor payments, works orders and recording compensation events.

After two years, Anna has started running her own projects.

Aaron Drury Head of Finance



"Being part of the R&W team is extremely exciting. R&W is a place where you can make a big difference across all parts of the group. The directors and senior managers are open to change and new ideas. Innovation is never stifled and R&W provides a really supportive environment as well as being a great place to work. My rise to Head of Finance is indicative of this thinking which is the R&W Way."

Aaron initially worked with R&W as a junior administrator during his summer holidays whilst at university, then joined the company full time in 2011 as an Account Administrator. After a few months Aaron was tasked with developing the new R&W IT department.

It was in this role that Aaron excelled, building a team that manages all the

day-to-day IT requirements of the business. As R&W grew and expanded, the IT department increasingly became integral to the overall business.

Aaron, who holds a degree in accountancy, was looking for a new challenge and became more and more involved in the day to day running of the finance department, putting

his degree to good use. It was during this period that Aaron became a Chartered Accountant, studying on a part-time basis over a two year period. Then, in recognition of his hard work and diligence, Aaron was promoted to Head of Finance, a very credible career rise for someone starting with R&W with a holiday job.

R&W

Empowering People

R&W has always encouraged career advancement and rewarded hard work and tenacity. The Civil Engineering sector has been behind the curve for diversity, however, R&W has always practiced an equal opportunity policy, encouraging and promoting all team members, based on ability.

In R&W, we are proud that many of the senior management team are female and we shine a light on these role models to encourage others to consider a role in the industry and at R&W.

Some of our female super stars:

Natasha Hawkes Contracts Manager

Natasha is a dynamic, affable, inspirational and dedicated role model, who joined the business in January 2014 to spearhead the development of its new Environmental division. Natasha has helped transform the operations whilst simultaneously raising safety and training standards, operational and logistical practices, and improved regulatory compliance.



During her time with R&W Natasha has made a significant impact to the environmental and sustainability aspects of the business helping to build an award winning in-house wet waste and recycling operation. Delivered for a fraction of the cost of other similar facilities operated by others in

the sector, Natasha has championed the concept wherever possible and encouraged other operations to adopt a similar approach and so reduce their carbon footprint.

Training has always been key to Natasha's career advancement,

obtaining a Waste Management Industry Training and Advisory Board (WAMITAB) license in Waste Management NVQ Level-4, a Street Works Supervisors Certificate, as well as a Certificate of Technical Competence in Environment and Waste Management.



Kate Whiles Commercial Director

Kate embarked on her career in the civil engineering industry in 1992 as an Assistant Quantity Surveyor whilst studying part-time in Quantity Surveying at Reading College. Kate joined R&W in early 2005 as its first Quantity Surveyor when the company had a workforce of only 30 employees. Kate progressed to manager and then director level leading the Commercial Team.

For more than a decade Kate has helped shape R&W by establishing many industry leading initiatives and practices and playing a key role in building the company into a commercially robust organisation. Right across the business the corporate philosophy is to strive for excellence and

part of this is an open and progressive management culture that fosters a 'can-do' attitude with people being recognised for their contribution. Kate's contribution is integral to R&W achieving its objective of being the employer and contractor of choice.

In 2017 Kate was promoted to Commercial Director. This promotion had immense significance for Kate as her great mentor was her grandfather who started his career as a junior carpenter in a local Hampshire company and steadily worked his way up to ultimately become Managing Director.



Charlene Mackerill Quantity Surveyor

Charlene is another rising star in the R&W family who has embraced the Academy ethos, joining R&W in 2007 as a Trainee Quantity Surveyor. Already having a law degree after three years of being in the R&W team, Charlene embarked on a two year distance learning Master's Degree in Quantity Surveying with Salford University.

Through the R&W Academy and our investment in people, R&W is nurturing talent through the Roads Academy, an initiative from Highways England and the roads industry, which offers leadership training and

development opportunities to its members. Charlene secured a place on the much coveted Roads Academy Emerging Leaders postgraduate course, which is no mean feat, as out of all those who

applied in 2017, 80 were invited to interview and only 18 chosen.

Charlene now has a busy time ahead of workshops, online forums, self-study and 'one to one' coaching.

R&W

Attracting & Nurturing Talent

Opportunities • Fulfilling Ambitions • Innovating

We work collaboratively with schools, colleges and other third-parties to help increase employment opportunities and unearth new talent.

Apprenticeships

As part of our passion for finding and training new talent, R&W actively encourages and welcomes apprentices across all areas of the business. One example of this is the award winning CETC apprenticeship programme, where you can gain a Level-2 Groundworker Apprenticeship qualification.

R&W is proud to be a part of an alliance of other businesses, working closely with Fareham College, to implement this truly unique approach.

Unlike most programmes which operate on a day-release format, CETC starts with an intensive 20-week programme. This means you can train in a learning-friendly environment, giving you the practical and technical skills to make a real difference when you do progress to a live R&W site, where you'll be based for the remainder of your 2-year apprenticeship.



Undergraduate Placements

University undergraduates in civil engineering, and other relevant fields such as quantity surveying, often require a placement year to complete their degree.

A number of these come to R&W for their year out and, more often than not, they return after graduating, joining us full time.

Work Experience

We regularly attend school and college careers events to provide opportunities for those that show an interest in working for a construction company. We always welcome queries of this kind and try to accommodate wherever possible, so they can join us for a week or two and experience the huge variety of interesting roles that we have across the business.

Armed Forces Employability Pathway

R&W supports an innovative joint venture that sees the Army, in partnership with the Department of Work & Pensions (DWP), deliver a programme of employability training to a large group of Not in Employment or Training (NEETs) candidates nominated by DWP.



We firmly believe that if you're happy, you'll make our clients happy too.



Motivating • Training • Enabling

Managing and growing talent is important to R&W, so we invest heavily in our people to ensure we can respond to clients and find solutions when a problem may seem insurmountable.



Must Have Training

For those starting out in their careers or joining R&W from other organisations, it goes without saying that we provide the various qualifications and tickets that are compulsory for some roles. These include Construction Skills Certification Scheme (CSCS) cards, plant and operative training, Health & Safety training, monthly 'Tool Box Talks' and 'on-site inductions'.

Team Collaboration

Employees from across the entire business regularly participate in sessions that help them improve relationships by identifying and understanding the motivations behind behaviour. The goal is to create more harmonious relationships, improved productivity and a safer working environment for everyone.

Coaching & Mentoring

R&W is passionate about offering coaching and mentoring to everyone, not just those new to the business. This provides support in varying roles and a network for those progressing through the business on their chosen career path.

Leadership and Management Programme

For those further along in their career, we offer the opportunity to hone their managerial and senior leadership skills. These programmes are developed and supported by our strategic partnerships and relationships with leading institutions.

This bespoke programme meets the specific needs of R&W and are delivered by training partners in an innovative, unique

and dynamic learning environment. The R&W Leadership & Management Programme means you:

- Get the opportunity to talk about different scenarios you may not have come across before
- Expand your personal development
- Learn from your peers and their different teams

- Become the best manager you possibly can
- Get support to build an outstanding and happy team.

It is designed for all management levels, both site and office based, from gangers, though foremen, supervisors and site agents to senior management.

R&W

Industry Accolades

R&W is driven by the desire for excellence. Operations, commercial and business management colleagues all share the same values and work to the same standards. From winning awards for 'going the extra mile' for our clients, to being considerate in how we work, we are regularly recognised for what we do and how we do it.

We are proud to be the recipient of awards for people development, operational excellence, financial performance and environmental consideration. We continue to innovate in all we do: to improve the skills of our workforce; to provide opportunities for all staff; ensure that we exceed the expectations of our clients; and seek out new and better ways of delivering our services so that every impact we make is highly positive.





R&W

Here to Help

Please get in touch to see how we can help you.

Tel: 02380 845379

E-mail: recruitment@rw-ltd.co.uk

training@rw-ltd.co.uk

enthusiasm
graduates **R&W Limited**
placements responsible respect
people **R&W Rail** equal awards
R&W Academy achieve opportunity
stars safety accountable deliver sharing
rewarding **nurturing** career
coaching caring recycling
family talent **community** progress
synergy cohesion **R&W Langley** integrity
R&W BPMS confidence **drive**
recognition **change** leadership promotion
R&W Way strength apprenticeships
R&W Traffic Management **motivation**
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