

Developing People
at Starfish Construction

It starts here.
It starts with you.



starfish
construction group

A message from our Managing Director.



John Jessimer
Managing Director

At Starfish Construction, our people are our greatest asset. We encourage, inspire and reward talent, which has driven the success of our business for over the past decade.

We shape the built environment across the UK through our turnkey building support solutions, nationwide Operational Hubs, effective processes and technical expertise. An array of skilled and experienced people, supporting each other and our customers, continually delivering a positive impact.

Our integrated divisions and services include:

- Building Envelope
- Roofing
- Cladding
- Rainscreen Cladding
- Construction Support Services
- Internal Fit-out
- Mechanical and Engineering
- Environmental Services
- Asbestos Removal

We're a business that nurtures an inclusive work environment where everyone can gain the skills they need and prosper.

We want to help you to achieve your ambitions and develop within our thriving business. From our Graduate Programmes to members of our company board, 'Developing People' is an approach that serves our company and our customers well.

A progression opportunity in your career path awaits at Starfish Construction. Many of our people have made their mark, honing their knowledge and skills to take advantage of the continuous career development we provide.

Throughout the lifecycle of our projects, a collective contribution of people and skills is critical to success. Our Administration and Finance Teams, Sales and Marketing, Commercial, Projects and Health & Safety Departments all play a pivotal role in ensuring we deliver projects right, first time, every time.

We created 'Elevate', our company culture and operational programme, which supports our employees and drives us forward to reach new levels of excellence as a group. How we work, act, and communicate sets us apart, where every member of our team adds value to our customers.

The construction industry, our business and the built environment continue to evolve and respond to how we live, work and relax. Employment at Starfish Construction provides the platform for your career journey. If you believe you're ready to play your part with us, and take on the challenges that stretch your thinking, then we'd love to welcome you to our team.

Whatever your role, we'll help you shape a rewarding career whilst you help to shape our company's future.

Read on and explore our business at Starfish Construction. It's time to grasp a new career opportunity and make it happen for you.

I wish you success in the future.

A handwritten signature in black ink, reading 'J Jessimer'. The signature is written in a cursive, flowing style.

Join us and help shape the build environment.

Starfish Construction is a company that values our colleagues and the skills they bring to the organisation. We need people who want to be part of a dynamic team, collaborate across divisions and strive to achieve customer satisfaction.

Are you ready to be part of our future?



A large, light gray background graphic on the left side of the page. It depicts three stylized human figures standing in a circle, with their arms raised and hands clasped together, suggesting a group hug or a supportive circle. The figures are composed of simple shapes: circles for heads and rounded, open-bottom shapes for bodies.

A Place to **Belong.**

A Place to **Prosper.**

We're stronger together, and great things happen when there's a collective.

Colleagues supporting each other and a management team committed to making Starfish Construction a great place to work is at the core of our approach.

It's more than company culture; it's a desire to build an environment where everyone can feel happy and thrive. We operate in a challenging sector, where many elements combine to deliver successful and safe building projects that add value to our customers' portfolio. Along the way, we enjoy what we do, and take pride in our work.

We empower people through colleague support programmes and training, ensuring we mentor you at every stage.

We encourage every employee to be a part of our group, contribute to ideas and feedback and make sure every step in your career journey is inclusive, enjoyable and beneficial, to you and the company.

Your Employment. Recognition & Reward.

We recognise how important our people are to our success. From day one, each employee receives competitive market salaries and generous benefits.

We also want you to go further within our business, learn through guidance and mentoring and be rewarded.

For us, it's about attracting and retaining the best people whilst making sure you have every opportunity to progress your career.

It's in keeping with the Spirit of Starfish Construction.

Employment with us is rewarding in its own right. Every employee contributes to our projects every day, and that colleague collective helps everyone innovate and learn, no matter their role or position. We also ensure opportunity is readily available to progress within our business; through guidance and employee assessment, we lookout for the telling signs that someone is ready to step up, take on new challenges and grow within the business.



A large teal speech bubble graphic with a white border, containing the text 'What to expect.' and a large white quotation mark icon.

What to expect.

At Starfish Construction we value our employees and the positive impact they bring to our customer base and business. As such, we provide a series of attractive employment benefits, including those listed below.

- **Exceptional Highly Rewarding Management Incentive Schemes**
- **Company Car or Car Allowance Scheme for roles requiring work transportation**
- **Excellent Career Advancement Opportunities**
- **Pension Provision for every employee**
- **Generous Holidays and Parental Leave**
- **Travel/Accommodation Allowance**

In any sector and organisation, customer care and effective relationships are core to success. Our standard is to ensure an approach where projects are delivered safely, and are right first time, every time and to our client's satisfaction.

When our operational behaviours and client relationships are effective, we become the trusted partner of choice.

To grow any business, attracting the right talent to support these customers and retaining them is vital. That's where you come in!

Achieving this takes commitment, quality, safety and customer value. Our Customer Care Programme will help to guide you in the delivery of customer relations.



**Projects
right.**

**1st time.
Every time.**

Integrated Divisions.


Integrated Team.

Every Starfish Construction employee plays a part, from initial contact with a customer, through to project completion, sign-off, and future relationships. Our roles can often be interdependent, and we are reliant on each other to fulfil our Internal Customer Care objectives. It's important to understand and appreciate the role that every employee plays in the success of our business.

We're greater together.

- Administration
- Sales & Telesales
- Business Development Managers
- Marketing
- Accounting & Finance
- Project Management
- Technical & Surveying
- Building Design
- Proposals
- Installation and Site Division
- Health and Safety Management





Developing people. We understand the value in doing so!

Our company approach is to train all our employees, helping them to develop their skills and progress their careers. Every employee is encouraged to learn and contribute.

We welcome new staff members and guide them through our business, culture, operations and customer care approach.

Our employee mentoring and company operational inductions ensure new employees understand our strategy and processes and know where to turn to for guidance and support. It's important to listen to everyone's ideas and make sure we have a diverse team of motivated people where everyone is respected. We trust each other, work together, and our business model to retain customers is successful for many reasons, including our employees.

It's simple; we want to ensure customers remember you and Starfish Construction for the right reasons.



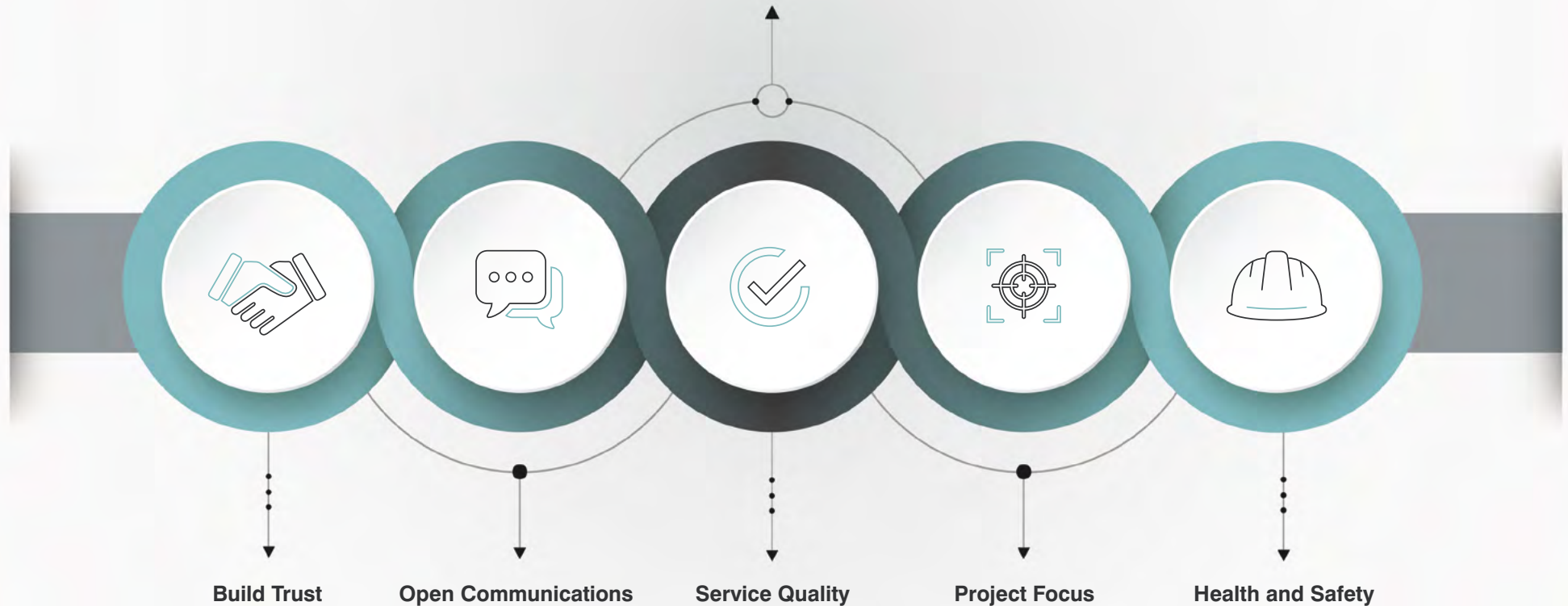
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Making everyone feel valued

When employees feel valued, individual behaviours and a shared set of values enable us to ensure compelling customer experiences, which lead to successful project outcomes.

As a new employee, we want you to feel valued from day one and build effective relationships.

Taking ownership of how we work as individuals, critique, improve and develop is core to our culture and how we operate as a business. We assist each other as colleagues with shared knowledge and experience, and we ensure that our customers trust our expertise and services end-to-end.



Our Operational Hubs

- Glasgow
- Yorkshire
- Manchester
- Midlands
- London



careers@starfishconstruction.com

www.starfishconstruction.com