

CANDIDATE RECRUITMENT PACK

REGIONAL MANAGER - CHARTERED BUILDING SURVEYOR
LOCATION | EAST ANGLIA

Welcome to Gateley Smithers Purslow

Dear Candidate

Thank you for considering a role with Gateley Smithers Purslow.

We are proud of our employees and the role that they play in growing the business. We have ambitious plans to expand over the next few years and are looking for people who share the same vision.

We have a culture built on respect and teamwork, building and fostering relationships, working hard but in a supportive, concerned, empathetic manner. You will need common sense, a sense of humour and we like to feel that everyone is involved, valued and appreciated.

We are looking for a Regional Manager Chartered Building Surveyor to support the growth of our Building Surveying team. This is a busy and varied role, involving all stages of the design and construction process. The role will suit an ambitious individual with drive, passion for customer service and who believes in our values.

In return, we will offer you a rewarding career and a role in an exciting development for us for the future. You'll be involved in a wide range of projects in all construction sectors. You won't be bored, as every day is different!

If this sounds like the business that you would thrive in, then please forward your CV and covering letter to vacancies@gateleymitherspurslow.com stating why you are the ideal person to join our team.

Yours sincerely
GATELEY SMITHERS PURSLOW



Stephen Fraser
Managing Director

ADVERTISEMENT

Regional Manager Chartered Building Surveyor

Gateley Smithers Purslow, are looking to recruit a full time Regional Manager Chartered Building Surveyor to join our growing team. This is a busy and varied role providing support to the Surveying team on a wide range of projects, including insurance work, primarily residential and commercial buildings in all forms of construction.

We have ambitious plans to expand over the next few years and are looking for people who share the same vision.

This position provides a perfect opportunity for the successful candidate to show their ambition, drive and passion for customer service, as well as delivering our values, a professional manner and good interpersonal communication skills are essential.

The post is a full time, permanent position, working 37.5 hours per week with a competitive salary and company pension scheme.

If you are self-motivated, have a real enthusiasm to progress and are looking for your next challenge then please email vacancies@gateleymitherspurslow.com attaching your Curriculum Vitae.

Job Description

Job Title | Regional Manager

Report to | Directors

Job Purpose

The Regional Manager is a member of the Management Team and in this capacity is expected to manage the day to day running of their Regional Team, giving technical training and guidance, customer care principles and market awareness to support the Technical Director for their Region. The Regional Manager is expected to have extensive experience of the technical aspects of the role and a thorough understanding of the processes and procedures.

Responsibilities

- To lead and manage your team ensuring efficient work throughout
- To report monthly on workflow, team performance and management of the Region
- To identify and handle any projects requiring the Regional Managers level of experience and knowledge in accordance with current standards and statutory requirements
- Liaise with HR on recruitment, appraisals and HR matters
- To carry out responsibilities in line with your technical role e.g., Chartered Building Surveyor.
- Contribute to the company's marketing objectives, targets and initiatives

PERSON SPECIFICATION

The information listed below will be used to select individuals in line with our recruitment policies and are our minimum requirements.

Qualifications

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Experience

- Experience and detailed working knowledge of your departments practices and procedures supported by an awareness of the latest statutory requirements, technical publications and guidelines to meet the technical demands of the Company's existing and potential client base
 - Experience of managing a team of people to meet KPI's and productivity levels
 - Experience in delegating tasks and project management
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Qualities and Skills

- Enthusiastic, committed to leading a team to achieve company objectives.
- Good time management skills and solid organisational skills
- Specialist skills and knowledge relevant to role
- Negotiation, supervisory and leadership skills
- Ability to work to deadlines and within budgets

CANDIDATE INFORMATION

Working at Gateley Smithers Purslow

It's always hard to know what an organisation is like to work for. It is really important to us that you make the right move for your long-term career. Rather than quoting corporate speak, we thought we would ask our staff what the culture is like and they explain it in their own words below:



An honest, professional, people-focused establishment where encouraging and empowering management support loyal and hardworking staff. Gateley Smithers Purslow's family values and integrity foster a positive, sociable, no-blame culture.

Gateley Smithers Purslow's culture is one of positive attitude with a first-class work ethic that inspires and elevates talent and leaves you with a sense of involvement, achievement and appreciation.

Employees are encouraged to work on their own initiative, giving a feeling of genuine contribution and trust.

Gateley Smithers Purslow is extremely family-orientated, has great camaraderie and prides itself on really 'caring' for its employees and clients.

Integrity, honesty, hard work, togetherness and 'the will to succeed' are the key to its success.



We recently achieved Investors In people at the Platinum level. We've included some extracts from the report as we felt it helped explain who we are:

- Employees at Gateley Smithers Purslow consider that the company is an excellent place to work and is extremely customer focused
- People commented that the Directors "reflect our values of hard work, integrity and looking after people and customers".
- There is a high amount of informal interaction in the office; it is part of the Gateley Smithers Purslow culture that people update one another frequently and do not hold back information
- High performance is very much encouraged. "Everyone here does the job to the best of their ability. That's why I like it here".

Our Values

*To be the best at what we do,
providing top customer service*

*To be understanding and
straight forward*

*To empower and respect our
people, and have great
teamwork*

*To be independent, honest and
fair*

Gateley / SMITHERS
PURSLOW

***THE
PACKAGE***



Salary

We want the best people and we know that this means offering a salary that is usually more than the industry standard. We don't have lots of extra add-on benefits as we prefer to give people the choice about what they want and don't need. So, we try to keep things simple and set out our basic benefits and then give you the salary to enable you to make the choices that suit you.



Bonus

We like to share in success. When we are successful we all enjoy a share in a bonus at Christmas. We make sure that everyone will benefit in our team success.



Pension

We offer a pension scheme with an employer contribution of 7.5%. You are automatically enrolled when you join the company.



Family Friendly Policy

We offer a generous family friendly policy once probation has been completed.



Working Hours

Our core hours are 37.5 per week, but as with all jobs in the sector, the working hours need flexibility to complete the jobs as required for customers. In return, we don't count hours and offer you some give and take flexibility as well.



Holidays

We offer 25 days holiday plus bank holidays. We also have a generous long service holiday benefit in place.



Sick Pay

It is reassuring to know that if you need to be off sick for major or minor illnesses then we are able to support you with a generous company sick pay policy.



Career Development

We offer some great opportunities to develop your skills and your career. Many of our staff have been internally promoted and have had investment in their training and development over the years. We particularly offer working on cross-functional project teams which means you get to find out all about other areas and use your strengths for the benefit of the business.



Social Events for the Team and Family

We offer regular social events including Friday BBQs, a summer garden party for families and a Christmas party for staff and partners. We believe that spending time together helps us work better as a team and your personal life is just as important as work life.



Professional Subscriptions

We will cover the cost of one of your professional subscription per year.



Health Bonus

The Health Bonus will be in place from January 2022 and provide support in an annual benefit to staff wishing to claim a health product or service up to the value of £85. The Health Bonus is provided to directly benefit your wellness, in supporting your physical, emotional, or psychological wellbeing.



Employee Referral Bonus

Employees who refer a candidate who is selected to fill a position with the company will receive a Referral Bonus



We Care

You will have access to a service called WeCare which provides you and your family household with a 24/7 GP, mental health support – up to 10 sessions of counselling and a great get fit programme.



Life Insurance

We will provide you with Life Insurance x2 your Annual Salary.