

# MY CAREER

## JOURNEY

**MORGAN  
SINDALL**  
CONSTRUCTION

### Why did you choose to work in the construction industry?

It was just by chance. I originally worked for Sotham Engineering when I was 18, some time ago. I then worked as a site secretary for another contractor who offered me several promotions throughout the years and the opportunity to study for an HND in Building.

### What was your favourite, and least favourite, subject at school and do you use these in your current role?

Maths and Science certainly weren't my strong subjects at school, and still aren't! English was my favourite, which I use extensively every day in my current role.

### Have you changed role since you first joined Morgan Sindall, and if so, what previous roles have you had?

I haven't changed my role at Morgan Sindall, however I had several with my previous employer. This ranged from Site Secretary, to Client Manager, Building Surveying and managing their 24-hour emergency helpdesk.

### What's been the biggest challenge of your career at Morgan Sindall so far?

We recently submitted a bid for a £60m residential project which was big a challenge. Managing multiple tenders simultaneously is also challenging, as there's a lot to remember for each individual project.

### What's the proudest (or coolest!) moment of your career so far?

The best moments are when we hear that we have been successful on a winning a project. It makes all the hard work worthwhile.

 For more information, search: 'Morgan Sindall Construction Careers'



**Dawn Avis**

Joined: May 2017

### Proposals Coordinator

Responsible for ensuring that all proposals are fully executed from start to finish, often working to tight deadlines, and supporting with writing and editing during the process

### If you could go back and give your younger self (16-18 years old) one piece of career advice, what would you say?

Be prepared to start at the bottom of the career ladder, work hard and learn as much as you can from others in the industry, eventually the hard work will pay off. There are many different roles in the construction industry, and construction methods and processes change constantly, so it doesn't get boring.



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### Why did you choose to work in the construction industry?

In my case, the Construction industry chose me.

### What was your favourite, and least favourite, subject at school and do you use these in your current role?

I went to school in South Africa. My favourite subject was Accounting, and my least favourite was Maths. I use a bit of both in my current role.

### Have you changed role since you first joined Morgan Sindall, and if so, what previous roles have you had?

I haven't changed my role since I joined Morgan Sindall, but I have under previous employers. I started my career in the Property Industry as an Administrator and was the Assistant Manager to the Facilities Manager before I left the country.

### What's been the biggest challenge of your career at Morgan Sindall so far?

My biggest challenge was becoming familiar with, and understanding, construction language/terminology.

### What's the proudest (or coolest!) moment of your career so far?

I would have to say climbing the Tower Crane on the first project that I worked on in Cambridge. Conquering my fear of heights and experiencing the beauty of Cambridge from above.

 For more information, search:  
'Morgan Sindall Construction Careers'



### If you could go back and give your younger self (16-18 years old) one piece of career advice, what would you say?

Believe in yourself, work hard and focus on your strengths, especially if you don't have a clear idea of what it is you want to do as a career. It seems that life presents the opportunities, and if you are open to these, you can achieve anything.

#### Deidre Farmery

Joined: January 2019

#### Document Controller

Responsible for preparing and managing documents, including controlling the numbering, sorting, filing, storing and retrieval of documents produced by projects or departments

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### Why did you choose to work in the construction industry?

I started off taking an Architectural degree at university and worked in practice for a few years. Whilst there, I decided I was interested in working in construction directly, so took a masters in a construction discipline and moved to working for a main contractor as a Design Manager.

### What was your favourite, and least favourite, subject at school and do you use these in your current role?

I always enjoyed English. Creative and persuasive writing is a big part of Bid Management which I use nearly every day. Although I dislike some aspects of Maths, I liked trigonometry which I used a lot in architecture. Statistics does come up sometimes and I still hate it!

### Have you changed role since you first joined Morgan Sindall, and if so, what previous roles have you had?

Yes, I transitioned from Design Management to Bid Management.

### What's been the biggest challenge of your career at Morgan Sindall so far?

I was somewhat thrown in at the deep end in my first year. There was less support then for new design managers in Cambridge and ended up being a bid manager on two schools whilst working 3 days a week... challenging times!

### What's the proudest (or coolest!) moment of your career so far?

I was handed an award at a fancy hotel by John Humphries, as part of a team working on a Special Educational Needs school. I was enormously proud and loved working with the design team. My name was alongside the glowing project article in the Architects Journal, which was not something I thought I would ever achieve.

 For more information, search: 'Morgan Sindall Construction Careers'



**Emma Grant**

Joined: March 2014

#### **Bid Manager**

Responsible for overseeing the creation of detailed, costed and persuasive proposals (bids) to gain profitable business contracts from customers

### If you could go back and give your younger self (16-18 years old) one piece of career advice, what would you say?

Be bolder!

I wish I had not worried so much about getting things wrong so much.



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### Why did you choose to work in the construction industry?

I actually fell into it from a previous role a number of years ago, and then fell in love with it. I love the legacy that the industry leaves, and the positive impact that it has on communities and the quality of their lives.

### What was your favourite, and least favourite, subject at school and do you use these in your current role?

Least favourite was typing!! And now I use it every day, sending emails and writing proposals for my degree qualification. Maths was my favourite and my role requires me to collate data and give reports, including stats. I use formula's and Excel spreadsheets to help me with this.

### Have you changed role since you first joined Morgan Sindall, and if so, what previous roles have you had?

Yes, I was promoted from Community Investment Advisor in October 2020.

### What's been the biggest challenge of your career at Morgan Sindall so far?

Keeping up with my emails! My role is mostly out and about across the East of England supporting activities that create social value or supporting our site teams with delivering social outcomes.

### What's the proudest (or coolest!) moment of your career so far?

My most recent "proud" moment was the delivery of our VWEx programme, which has now become something that a number of the MS brands are going to now deliver across the country. The impact that this will have on young people is what makes me buzz with pride!

 For more information, search: 'Morgan Sindall Construction Careers'



**Helen Clements**

Joined: February 2016

### Social Value Manager

Responsible for planning and hosting Social Value programs to engage schools/colleges, employees and other organisations, with a focus on company CSR initiatives.

### If you could go back and give your younger self (16-18 years old) one piece of career advice, what would you say?

Knuckle down to get my grades. In 2019, Morgan Sindall enabled me to become a degree apprentice, studying Chartered Management. To get on this apprenticeship, I needed to have passed my maths, which I hadn't, so I had to study and retake it 35 years after I originally did my maths exam.



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**Mel Foster**

Joined: March 2016

### Senior Design Manager

Responsible for design function on construction projects by ensuring appropriate information is provided to the site operations team, to build the scheme to programme

### Why did you choose to work in the construction industry?

I didn't know what I wanted to do for a career, so decided to study a Construction Engineering Management Degree at University to keep my options open. This was sponsored course with site-based placements, which eventually led to a job offer. I started as an Assistant Site Manager after graduating.

### What was your favourite, and least favourite, subject at school and do you use these in your current role?

My favourite subject was Maths and I use this regularly in my job. Trigonometry is useful for calculating dimension on sloping roofs, for example. My least favourite subject at school was German.

### Have you changed role since you first joined Morgan Sindall, and if so, what previous roles have you had?

I haven't changed roles since I joined Morgan Sindall, but I have in the past. After initially starting in Site Management, I moved into Design Management as it was still a site-based role which I enjoyed, but I got to spend more time in the warm, dry site cabins!

### What's been the biggest challenge of your career at Morgan Sindall so far?

My biggest challenge was getting planning approval for the Wintringham Project. This should've been a simple 13-week exercise, but after numerous revisions with the planning authority, the process took 31 weeks in total.

### What's the proudest (or coolest!) moment of your career so far?

My proudest moment so far is being invited by Warner Bros back to the opening ceremonial film showing at the Oracle Reading Cinema, that we had just constructed for them. Unfortunately, I was then ill, so didn't actually get to go!

### If you could go back and give your younger self (16-18 years old) one piece of career advice, what would you say?

Don't stress about our career, if you are open to opportunities, they tend to find you.

 For more information, search:  
'Morgan Sindall Construction Careers'



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### Why did you choose to work in the construction industry?

My father ran a small construction company which meant I grew up around building, so it was a natural choice for me to join the construction industry. I originally joined Morgan Sindall straight after my A-levels, as a trainee, but had 10 years away before returning to the business in 2020.

### What was your favourite, and least favourite, subject at school and do you use these in your current role?

I really enjoyed Design Technology at school because I liked seeing how things work and go together, which provided me with a great base for working in pre-construction. My least favourite subject was probably French, which is ironic because I'd love to be able to speak fluent French now!

### Have you changed role since you first joined Morgan Sindall, and if so, what previous roles have you had?

After completing my trainee rotation, I decided to be a Quantity Surveyor and did this for 10 years, but moved into Estimating about 5 years ago. I love the challenge and quick turnarounds we have in pre-construction.

### What's been the biggest challenge of your career at Morgan Sindall so far?

In my early years, I had long commutes whilst studying for my degree at the same time. It was definitely character-building, but I gained so much experience as a result.

### What's the proudest (or coolest!) moment of your career so far?

When I was based on site in Hertford I was on rotation in the Engineering department, so I regularly went up our tower crane which was pretty cool. On a clear day the London skyline looked amazing, albeit it took a bit of courage to walk out on the end of the jib!

 For more information, search: 'Morgan Sindall Construction Careers'



**If you could go back and give your younger self (16-18 years old) one piece of career advice, what would you say?**

Don't compare your career path to those around you, focus on being you and what your ambitions and aims are.

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### Why did you choose to work in the construction industry?

Construction has always been a hub of activity and I chose to work in the industry due to the diversity of the projects and the opportunities to progress. Every day is different & every project offers new challenges.

### What was your favourite, and least favourite, subject at school and do you use these in your current role?

My favourite subject at school was Geography (mainly for the field trip to Cuba!) and my least favourite was History. I was always good with numbers which also helped with my career choice.

### Have you changed role since you first joined Morgan Sindall, and if so, what previous roles have you had?

I joined Morgan Sindall as a Trainee QS assisting other Quantity Surveyors with their projects and I now run and deliver my own projects as a qualified Quantity Surveyor.

### What's been the biggest challenge of your career at Morgan Sindall so far?

The COVID-19 Pandemic offered fresh challenges within my role. Working remotely initially, I had to adapt to an ever-changing situation whilst maintaining focus on the task at hand.

### What's the proudest (or coolest!) moment of your career so far?

The proudest moment of my career so far has been training as a Mental Health First Aider. I have been able to deliver Mental Health toolbox talks and briefings across multiple sites, something I never thought I could do just a few years ago.

 For more information, search: 'Morgan Sindall Construction Careers'



**Ruby Weingaertner**  
Joined: August 2016

### Quantity Surveyor

Responsible for calculating the amount of materials needed for building work, including how much they will cost, to help deliver a project on time and within budget

**If you could go back and give your younger self (16-18 years old) one piece of career advice, what would you say?**

Never be afraid to ask for help or advice, everything at Morgan Sindall is done as a team effort!



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**Sam Millson**

Joined: January 2018

### **HR Business Partner**

Works directly with the senior leadership team to develop and coordinate a HR agenda that closely supports the goals of the business

### **Why did you choose to work in the construction industry?**

The job was advertised as being flexible working, and I liked the description. I had never worked in Construction before, so was looking forward to working in an entirely new industry. Like all sectors, construction has its own positives, negatives and quirks. It has been a real eye-opener, as a highly competitive, professional industry which gives so much to our communities.

### **What was your favourite, and least favourite, subject at school and do you use these in your current role?**

My favourite subjects were English, History and Sociology. My least favourite were Maths and Physics. I use English language every day to write emails, policies and letters. I also use Maths to work out percentages.

### **Have you changed role since you first joined Morgan Sindall, and if so, what previous roles have you had?**

I haven't changed role at Morgan Sindall, but previous roles in my career have been advisory, assistant and work placement in the field of HR. My professional career has all been HR related so far.

### **What's been the biggest challenge of your career at Morgan Sindall so far?**

The biggest challenge was getting to grips with a completely new industry. Although it can be very exciting, there's a lot to keep up with, like understanding all the construction acronyms and fitting together training.

### **What's the proudest (or coolest!) moment of your career so far?**

I am really proud of how, as a team, we have built our early careers pipeline over the last few years. Lots of work has been put in to attract, recruit, and retain an excellent group of diverse early careers employees.

### **If you could go back and give your younger self (16-18 years old) one piece of career advice, what would you say?**

If there were degree apprenticeships 15 years ago, I would definitely be telling myself to get a qualification via that route! I would say, try and widen your scope of work experience/ volunteering from just waitressing. Make contacts with people and stay in touch with them.

 **For more information, search:**  
'Morgan Sindall Construction Careers'





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**MORGAN  
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CONSTRUCTION

### Why did you choose to work in the construction industry?

I originally came to Morgan Sindall as an administrator and fell into the role of a QS (Quantity Surveyor). I wouldn't say that I chose to work in construction, however I am glad it has happened.

### What was your favourite, and least favourite, subject at school and do you use these in your current role?

My favourite was science – not sure why. I think it was due to playing with Bunsen burners and other fun stuff. My least favourite was actually maths, yet I did really well in it and use it in my everyday role now.

### Have you changed role since you first joined Morgan Sindall, and if so, what previous roles have you had?

Yes, I was an administrator for a year before starting to train as a Quantity Surveyor.

### What's been the biggest challenge of your career at Morgan Sindall so far?

Stepping out of my comfort zone and training in something I literally knew nothing about.

### What's the proudest (or coolest!) moment of your career so far?

Finishing university with a first after a very long 5-year course!

 For more information, search: 'Morgan Sindall Construction Careers'



**Steff Bennett**

Joined: September 2014

### Assistant Quantity Surveyor

Calculates the amount of materials needed for building work, including how much they will cost, to help deliver a project on time and within budget

### If you could go back and give your younger self (16-18 years old) one piece of career advice, what would you say?

Don't limit yourself. Look further than what you know. It is a big wide world out there with more opportunities than you can imagine.



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CONSTRUCTION



### Why did you choose to work in the construction industry?

After 17 years of selling aggregate and concrete to the construction industry, I was made redundant. I enjoyed my job, so looked to find other opportunities within the sector, which is when I found Morgan Sindall.

### What was your favourite, and least favourite, subject at school and do you use these in your current role?

I enjoyed English and Social Studies whilst at school. Both of these subjects have been beneficial throughout my career, helping me work with different people either face to face, on the telephone, or via email. I didn't enjoy Maths at school, but studied it whilst completing my NVQs with Morgan Sindall.

### Have you changed role since you first joined Morgan Sindall, and if so, what previous roles have you had?

In 2007, my job role was an Administrator for the Special Works department. I got involved in helping to record and log defects/issues which were reported by our clients on their projects. As a result, I was promoted to Assistant Customer Care Manager in 2017.

### What's been the biggest challenge of your career at Morgan Sindall so far?

At the beginning of my career, I didn't feel that my capabilities were taken seriously enough. But, over time, I have proved to myself and others what I can achieve, and that I am good at my job.

### What's the proudest (or coolest!) moment of your career so far?

The moment in my career when I was told that I was being promoted to Assistant Customer Care Manager. This meant getting more involved with meeting the Clients to make sure they were happy with how the defect reporting procedure works.

 For more information, search: 'Morgan Sindall Construction Careers'



**Susie Lehman**  
Joined: May 2007

### Assistant Customer Care Manager

Responsible for ensuring that the needs of customers are being met or exceeded, and aims to promote excellent customer service

### If you could go back and give your younger self (16-18 years old) one piece of career advice, what would you say?

To make sure I listened to the teacher in all my lessons at school and try to get better GCSE grades! I did enjoy school but was rather talkative.