

WE ARE



ROWFIELD

ABOUT US

We are a progressive consultancy that provides Project Management, Quantity Surveying, Project Planning and Dispute Resolution services to the construction industry. We seek to distinguish ourselves from our competitors in vision, culture and, most importantly, the standard of service that we provide. To maintain our outstanding levels of achievement and to sustain our current growth trajectory, we must attract the highest industry performers to join our team.

As with any good contract, value must flow both ways, and to attract the best people and maintain our reputation we must ensure that our offering exceeds other opportunities that may be available in the market, particularly in terms of basic salary, overall package and work culture.

By joining Rowfield, you will be supported whatever your career goals are, and our philosophy is that all employees will have the opportunity to progress to Equity Partner based on performance.

ABOUT YOU

You will possess competence, personality and take pride in your work. You will be driven and know what you want from your career. We value self-motivated individuals who take initiative and can work independently, can identify opportunities for improvement, take ownership and contribute to the overall success of the business.

You will appreciate the benefits of being a member of a functioning collaborative and supportive team. Our directors and staff care about your progression; they themselves made strong commitments to their own professional development, which we hope is demonstrated by our company profile and we want you to do the same. If you wish to become part of the management team, then let's discuss that at the outset and develop a programme to suit.

Our aim is to find employees who wish to actively take part in the business and not just be a consultant who earns a fee. We want to hear your ideas and work together to implement them.



EMPLOYEE OFFERING

We are a people-orientated company that focusses on the individual requirements of our employees, whether that be offering a flexible approach to working or devising a bespoke career plan.

Our development plans are focused, tailored to you and scored fairly. Most importantly, we are committed to delivering on what we have promised. Your performance will not be “calibrated”, and you will not be demotivated. Whilst you will have the opportunity to develop to a level consistent with your aspirations, we will not force people into positions in which they are not comfortable. We will respect your personal aims, whether you wish to progress to a more senior role within the business or you are happy in your role, being part of the team and doing a good job for us.

We are not constrained by large company politics and red tape. You will be empowered and supported to deliver in your role. We have the agility and autonomy to make the right decisions for you based on your aspirations, interests, personal life and the aims of the company.

While our goals are concise and focused, the company culture is relaxed and team orientated. We are a very social company because we want to have a good time while accomplishing our goals and, importantly, while we celebrate our achievements too!



PACKAGE

Salary – We monitor the market and offer a base salary above the market rate. If you feel this is not the case, please come and talk to us at any time. It is not just about paying lip-service until the next annual salary review. In any event, we will hold annual, and initially bi-annual, reviews.

Car allowance – car allowance is included for applicable roles.

Pension – 5% salary match

People Investment, Reward and Wellbeing Fund – A proportion of the company's pre-tax profit will be allocated to a fund which will be distributed annually in the form of recognition bonuses, sponsorship for academic or professional courses or other incentives. The ethos is that the team can see direct benefit from the collective achievements of the company. The distribution is transparent and reported to the team annually.

Development and Mentoring – Providing our people with opportunity and support to progress and develop is a core value at Rowfield. Not only do we simply believe in the development of our team, but it is also integral to our plan for Rowfield to continue to successfully implement our business plan and maintain our growth trajectory. Our senior staff are amongst the UK's highest qualified people in their respective professions, and they will take your mentorship as seriously as they have taken their own careers. We will support you in attaining further academic and professional qualifications where your goals and aspirations match ours. In

return, we anticipate your commitment to use that knowledge and learning to help us build our business.

Every member of staff will be allocated a Director who will act as a personal mentor. This relationship may be with someone who is outside of your day-to-day line management, to ensure you feel able to talk openly about any issues you may have.

Professional Subscriptions – Consistent with our beliefs concerning your development, we will take care of two annual professional subscriptions.

Private Health – A company private health, dental and optical package is provided.

Salary Sacrifice Options – A number of flexible options designed for you to make the most of your salary before tax, including car schemes and increased pension options.

Flexible Working – We will provide a working arrangement that is in balance with your life commitments and our clients' requirements.

Wellbeing Platform – A carefully designed web-based application to provide extra benefits selected by you to suit your personal circumstances.

Candidate Referral Bonus – In the event that you bring one of your peers to join Rowfield, we will pay you a £3,000 one-off candidate joining fee.



ROWFIELD

BORN DIFFERENT