

# Chris Edwards

Divisional Manager

I started working with EUROVIA whilst still in college completing a Building Studies HND and BSc. I was contracted as a setting out agent for a car park scheme in Gloucestershire during the summer of 2006. It was as part of this job that I made the choice to move away from building and into highways, eventually joining Ringway Jacobs as a graduate engineer in July 2007.

During my 3 years as a graduate I had the opportunity to work with a diverse range of fantastic engineers and leaders. I faced challenges that developed me both as an engineer but also future leader and individual.

As I moved around the business and country I started to develop a network of colleagues within both the company and the industry that I still work with to this day.

I left the graduate programme in May 2010 and joined one of our specialist contracting businesses, then working in a number of roles across both our term maintenance and contracting businesses. In March 2019 I started my current role, leading our specialist treatments business – EST.

“The company truly believes in its graduate programme as a route to develop people for the benefit of our industry. The benefit for graduates coming into EUROVIA is the broad range of expertise it can provide that is tailored to you.

You don’t have to be Civil Engineer of the year to progress in EUROVIA, we recognise that a strong team requires everyone to have different strengths and the benefit comes when we use those strengths collaboratively. For those who are adaptable to changes and embrace challenges the company will provide the opportunities and supported needed to develop your career. You will get thrown in at the deep end for sure, but with the support to ensure you do not sink.”



Chris Edwards, Divisional Manager, EST

# James Stokes

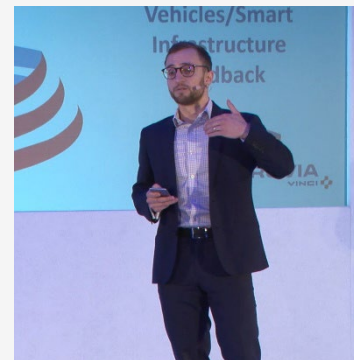
Pavement Team Leader

I was paired with Eurovia Group whilst at university, undertaking 2 summer placements and a year placement across a range of the group's divisions covering both Construction, Term Maintenance and Design projects.

After graduation, I joined Jean Lefebvre (UK) Ltd (JLUK), who are the internal technical and consultancy for the Eurovia Group, to develop my technical and consultancy skills and to undertake a sponsored part time PhD at the University of Nottingham focusing on long term skid resistance prediction.

I have been fully supported by Eurovia throughout my development whilst at JLUK, achieving CEng MICE status 5 years after graduation and progressing from Graduate Engineer through to Pavement Team leader, and leading the Consultancy team.

"Eurovia has provided amazing support to me throughout my career to date, helping me find the area of the business I was most interested in and enabling my development. The breadth of the business enabled me to find the area I am most interested in and provides a great range of knowledge to learn from."



James Stokes, Pavement Team Leader, JLUK

# Lewis Bridgman

Divisional Manager

I joined Eurovia on a scholarship programme in 2005 while a student at Loughborough University.

Whilst studying for my Masters in Civil Engineering, I undertook summer placements across different parts of Eurovia, supporting my knowledge and understanding of business and industry, this included Eurovia Roadstone, Contracting South and Ringway Jacobs.

Upon graduating later secondments included technical consultancy, Jean Lefebvre, as I successfully worked towards my incorporated professional review with the Institution of Civil Engineers (ICE). After completing the graduate programme, I returned to Eurovia Contracting North as a Site Agent responsible for delivering multi-million Pound Public Realm schemes.

I am now a Chartered Civil Engineer with 15 years' experience of project and contract management. Taking the lead in successfully delivering major projects and multi-million Pound highways service contracts as a Divisional Manager for Ringway.

The graduate programme has acted as a springboard towards my professional development, consolidating my academic qualification to becoming professional qualified with the ICE. Eurovia's tailored programme, coupled with self-motivation, provides for a solid foundation towards a career in highways and a diverse industry. key learns include;

- Life skills – understanding team dynamics, meeting deadlines and communicating well
- Business minded – working finance, accountancy and ICT

**"A great opportunity that gives you the exposure and diverse experience to support your career and personal development."**

# Philip Reid

## Digital Construction Manager

I joined the group full time as a graduate in 2009 having first completed three really interesting summer placements, I like it here and I've never left.

My graduate and summer placement experience with the group really gave me the grounding I needed to be able to work at any level in highways. At the end of the 3-year graduate scheme I had been exposed to a bit of everything and was now ready to take on a management position. It really is true that contracting is a team sport, no body works alone, no matter which area of the project life cycle or discipline you work in; work winning, design, commercial, management or any other one of the myriad functions, you can't do your job well if you don't understand what other people's roles are.

The Eurovia Graduate programme prepared me for that, and in all of the roles that I have had I have been better at the job than I would have been because I understood the challenges that the others working on the project were facing. It has resulted in me being promoted faster and further than would have been the case if I had not been on the programme.

The other significant advantage that is gained from being on a graduate programme like Eurovia's is that you meet and befriend people across the business in different teams and functions, and you are able to turn to them for support and assistance when you have a question that you don't know the answer to.

Across the Graduate programme I worked on live projects doing real work in all of the major disciplines, work winning, design, commercial,

maintenance and construction. On the construction side I started with engineering responsibility for a 22-space carpark on a summer placement and worked my way up to being site manager for a £500k town centre improvement scheme.

After finishing the graduate scheme, I was Site Manager for a £1m project before deciding to move to the commercial function. I quickly progressed and after 4 years I was Managing QS, responsible for a large team and the commercial performance of one of the contracting divisions, a year later I moved up to Commercial Manager, taking on additional responsibility for the work winning function and the buying for the division.

In 2020 a new business unit was created to head up our digital services and innovation, I applied for and moved into that position in January 2020 as Digital Construction Manager for Eurovia Contracting in the UK. In this role, supporting all of the departments in their digital journey I am truly leaning on information and experience that I gained as a Graduate. Without it I would not be in this management position, doing what is close to my dream job.

**"If you are prepared to travel, to put yourself forward and take on ownership and responsibility then the Eurovia Graduate programme is for you, and you will have a solid foundation that you can build a career on."**

# Becky Jepson

Quantity Surveyor

I was first introduced to Eurovia through University during my first year and started a summer placement on the Isle of Wight PFI. We were only in preferred bidder stage at the time, so my works were varied including completing take off's for the proposed office development, and review of drainage schemes included in the contract.

After my first placement I was offered sponsorship with Eurovia and returned to the Isle of Wight PFI a few months into their contract for my industrial placement. I was given a great deal of responsibility during that year, initially starting with the management of some subcontract packages, and eventually managing the commercial aspects of all additional works requested through the contract, which included pricing the schemes using set rates and creating star rates where necessary, sending the works to tender, and then managing the subcontract through to final account.

After graduation, I joined Eurovia Surfacing for 18 months, managing their long-standing contract in Essex which was around £24m per year. This included pricing each job, managing the costs in the system, liaising with the Site Supervisors for information required and reporting to higher management. I was able to spend a lot of time with the Contracts Manager, making site visits and understanding the planning and pre-works site visits.

I then moved over to Eurovia Contracting South for a scheme in Bristol Temple Meads. I was the site QS for the scheme, managing all changes to the contract, the subcontractors and cost control, and gaining experience on site of the construction techniques and

a real appreciation of the importance of Health and Safety. Being a site QS was very different to my previous placements, it was an incredibly fast paced environment and required a lot more face to face interactions with the operatives, members of the public and the client.

I also spent some time in the estimating department, which was invaluable for the varied contract experience it gave me. I was able to spot common changes to contracts and was given an insight into how schemes are priced.

**"I have really enjoyed moving around the business during the graduate scheme, it's good to gain an appreciation of the various businesses, and how they work together, and also what Eurovia as a whole has to offer. It's been great to meet so many people around the business, and everyone has always taken the time to explain things to me.**

**As a QS, it's been great to see a wide range of different contracts, from term services to individual schemes, as well as different types of works, such as surfacing, drainage, kerb laying. The graduate scheme has given me a wide range of experience and knowledge, which will help me hugely towards my chartership with the RICS."**





# Joe Walker

Quantity Surveyor

I started my career with Eurovia with a placement year after my second year of university. I was placed on a large civils scheme where we were building a new dual carriageway to replace a notoriously dangerous stretch on single A road.

On this scheme I was given increasing responsibility that included pricing Compensation Events, completing the monthly Application and managing various subcontract accounts. Concurrently I was asked to assist on a town centre regeneration scheme, utilising many of the same skills I had acquired on my previous scheme in a different setting.

After graduating from university, I was placed within the Term Service side of the business, Ringway. I spent two years at Ringway where I gained an understanding of a different side of the construction industry. While many of my skills transferred across, I developed an understanding of the differences and challenges Term Maintenance had compared to my previous placements. At Ringway I worked directly with the Commercial Manager, in a faster paced environment, where there were lots of smaller schemes taking place simultaneously.

At Ringway I worked with a much more diverse client, each needing information presented in different ways, and worked closer with the operational team, developing more operational knowledge. Unfortunately, Ringway were not selected to retain the Contract and I moved back to Eurovia.

Back at Eurovia I was given a re-introduction to larger civils schemes, assisting a Quantity Surveyor out in Lincolnshire, and was quickly given my own scheme to run in Wolverhampton. Shortly after I was promoted to Quantity Surveyor and given a second scheme to run, and Assistant Quantity Surveyors to manage. Each scheme had different challenge, one had restricted working and a majority labour only subcontract to manage, while another had one large subcontract package that required intensive management.

Since then I have assisted with procurement on a several schemes in Manchester, commercially managed the ECI periods of several contracts, and recently brought in to work on the flagship scheme for the Coventry City of Culture.

“The Eurovia graduate scheme gave me the experiences I required to constantly progress in my career. The support of mentors, and the people you meet on the scheme have put me in good stead for a long career with Eurovia”



# Oscar Newlands

## Business Graduate

I became aware of Eurovia during my postgraduate studies in 2018-19, when one of my friends joined the Business graduate scheme, first working with Hounslow Highways. He gave a glowing report on working with Eurovia, piquing my interest, and so I decided to apply for the 2019 graduate intake.

My first secondment saw me working with the Fleet & Plant Department at the head office in Horsham. The first few months involved updating our Fleet & Plant policies and processes, in order to achieve Silver Accreditation on the Fleet Operator Recognition Scheme (FORS) for our Slade Green Operating Centre in South East London. Policy and process writing was a great way of being introduced to how an important part of our business functions on an operational level, particularly for someone with no background in construction or engineering.

Since March 2020, I have been working with the Marketing and Communications Department. The pace and focus of this work environment has been entirely different to that of Fleet & Plant: one of the benefits of the Eurovia graduate scheme is that it exposes you to a broad range of roles throughout the business, each requiring different knowledge and skillsets.

My time with Marketing and Communications has involved writing and reviewing internal and external news stories; adapting old and developing new communications strategies; assisting with the planning of events (including our Divisional Managers' Workshop, and our Graduate Fairs events); writing

memos in response to external events such as Extinction Rebellion and COVID-19; and monitoring our social media platforms.

My final secondment, which shall run between November 2020 and 2021 shall be in various roles across our Production business, and I look forward to the new opportunities this shall present.

**"I have been exceptionally grateful for my time working with Eurovia. The graduate scheme is so well structured: moving around the business both geographically and in terms of business role is an excellent way of understanding how Eurovia works at an operational and managerial level. People across the business will always find the time to help you if you ask them, creating a familial feel amongst colleagues and allowing you to expand your knowledge and experience with minimal roadblocks.**

**My academic background is not in business or engineering, but by giving you a range of opportunities and a great deal of responsibility from the get-go, you can adjust quickly, so don't be discouraged: there is a place for everyone!"**