



# HJ CONNECTS

ISSUE 9, JULY 2018

## FOREWORD FROM PETER HAGREAVES, MD

### HJ CONNECT INTRO – JULY 2018

I am writing this introduction on the morning after the England football team showed against Columbia that history shouldn't be allowed to define you, and that with will power, effort and talent, you can and should define your own future. This comes to mind as I contemplate our own HJ history, the facts that Glynn and I started the business without an order in place or an office to work out of, just a belief in our own abilities and a business model we believed in that has resulted in a thirty plus strong business. Excitement for the future now dominates my thoughts as we now progress our latest business plan which targets taking HJ to a new level with distinct business units expanding our operations in Scotland, Central and Southern England and significantly increases our staff numbers over the next five years. We will all be a part of creating this HJ future and I hoped you are as excited as I am.

In the last HJ Connect, I told you all I would be concentrating on ensuring the key deliverables of staff training, support, retention and recruitment as well as managing existing and winning new clients, so that we can grow the business not only in staff numbers and turnover but also in our client base and business offering.

This work is starting to bear fruit with our engagement by new clients such as Wessex Water and Network Rail and our securing work with new divisions of existing clients such as Major Projects with SSE and the PPP and 3m Cube Box Manufacturing with Sellafield Ltd, not forgetting the three-year framework contract we were recently awarded by SGN and their Commercial Services company for Biomethane Reporting against five of their biomethane sites.

This outward looking emphasis has also lead HJ to be pre-qualified to tender for a major five-year frame work for the Cost Manager role for a major water utility which included a presentation, Q&A and interview style meeting recently in which I and four other HJ staff attended as the intended core team should we be awarded the framework contract.

The professionalism, experience and enthusiasm of the team presenting to the client's assessment team, which included, Adrian Coppin, Simon Brereton, Mark Lloyd and James Hood gave me cause to think that we were certainly capable, and probably more so, than most of our competition to do the work. It also gave me confidence in our plans for the future and that we are more than ready to take this next step and make our own HJ future.

Our plans will require more resources and we have a major recruitment drive underway, with seven new recruits since the start of the year and only one leaver which is keeping us on course to achieve the net twelve additional staff joining before business year end on the 30 November. In this latter endeavour, I want you to all to realise you have a part to play by networking, deporting yourselves with HJ professionalism and integrity with our clients, peers and the public, that often sets us apart from our competitors. People like to join winning teams and HJ is certainly that. They also like to work with good people and HJ certainly have them, so use both these attributes to attract others to the business.

Stay healthy and enjoy life especially in this fantastic summer weather, for as I once heard someone on the radio say, and it has stuck with me ever since, "every day above ground, is a great day".

Regards

Peter Hargreaves



### INSIDE THIS ISSUE

- SGN.....Page 2
- HJ Commission Awards.....Page 3
- Be Inspired.....RICS.....Page 4
- HJ Supports Nuclear SCL & HJ and the Communications Sector.....Page 5
- New Alexandra Theatre & Graduate Recruitment.....Page 6
- Q&A with Markus Jeffers.....Page 7
- Q&A with Charlie Sheppard.....Page 8
- Annual Get Together.....Page 9
- Other / Contacts.....Page 10

## Hargreaves Jones and Feasibility Work for the Replacement of Gas Assets in Southern England

Hargreaves Jones continue to provide professional services to SGN, one of the eight network gas providers in Great Britain. SGN provide a gas distribution network to over 6 million customers through 74,000 km of pipe adding approximately 20,000 new connections per year.

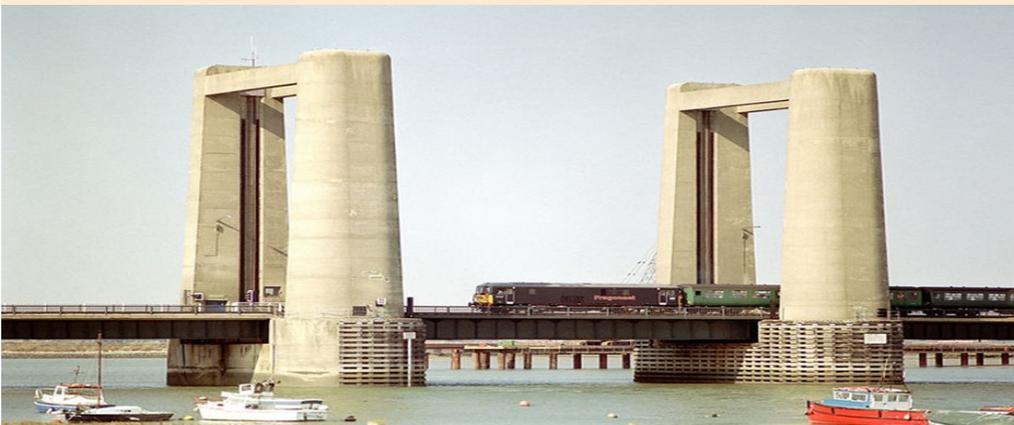
The SGN gas supply assets serving the Isle of Sheppey crossing the Kingsferry Bridge over the River Swale and St Marys Island Chatham Dockyard Kent, are considered in poor condition with low resilience to failure exposing the network to risk, also SGN have a directive to consider where possible the removal of assets from structures and tunnels.

The HJ southern team has been commissioned to manage the development of feasibility studies to assess if it is technically achievable to replace the <7 bar network assets servicing these areas.

We are supporting SGN in the collation of information and working closely with specialist contractors and SGN land agents.

These projects will improve the network resilience of gas supply in these areas and may consider a range of construction techniques including horizontal directional drilling under tributaries of the River Medway.

These feasibility studies will be complete early May 2018 and SGN may require HJ to progress with the development of the concept stage immediately thereafter.



Kingsferry Bridge is a combined road and railway vertical-lift bridge that the SGN existing gas main crosses.



Sheppey Proposed Gas Main Route 6 km and goes under the Swale.



The SGN twin MP main crosses the Chatham dockyard bridge to St Marys Island.

## Recent HJ Commission Awards

### Winning Work and Resourcing the Work

Over the years the majority of our commissions have resulted from repeat business and personal contacts, which is directly attributable to our business model of having our HJ directors 100% billable and working directly for our clients. However, as the business has reached our first goal of a thirty plus staff roster business, and we embark on our next phase of expansion, to increase our business presence throughout the UK to a ninety strong team with permanent offices in Scotland and the South of England, as well as Manchester, we have embarked on a drive to win work and increase our market share through other methods including the use of e-Tender portals.

There are probably in excess of one thousand e-Tender Portals, including those operated by governments and therefore we are having to learn to prioritise our time to be effective, however having only commenced this programme in the last 9 months has secured;

- Both preferred consultancy status and a commission with Wessex Water.
- Been awarded a three year framework with Network Rail to undertake Insurance Reinstatement Values on 164 no stations and 14 no depots, and
- Has prequalified for and tendered a five-year frame contract to provide Cost Manager services for a major water company with the tender decision anticipated in Sept '18.

In addition to the above, we are still successfully, working with our existing clients and have been asked to provide commercial support on a number of new and exciting commissions including;

- SGN Commercial Services Ltd - Biomethane Support & Service Agreement - A three-year frame work commencing April '18 that requires HJ to provide SGN with periodic reports of operational performance of 5 no biomethane sites and 1 no control entry to the gas grid.
- Green Forty Development Ltd - The production of an Estimate Validation and Risk Report for Green Forty Development Ltd for the Bangleby Quarry Biomethane Project.
- SSE Transmission – Commercial support to SSE in the development of two crucial high voltage links to the Shetland and Orkney Islands.
- Nuclear Facilities New Build and Decommissioning Work - HJ have been asked to provide cost manager resources in new programmes involving the manufacture of complex equipment and the procurement of high value long term design, management and construction services.

New work and a growing order book require the resources to undertake the work and HJ have in parallel with the above emphasis on wining work been targeting recruitment to the business. With a target of a net twelve new employees for this financial year, we are at the time of going to press, on target with net six staff members added to the business in the first half of our business year.

As ever, our best recruits are often those someone in the business already knows, so don't hesitate to talk to any director about someone you know and who you think would be a good fit for business and has the values that would thrive in the Hargreaves Jones business environment.

It should also not be forgotten that HJ have a policy in place of paying any member of staff a "finders fee" of £1,500 for any new recruit who remains with the business for an initial six months and a further £1,500 if they are still employed on their third-year anniversary of commencing employment with HJ.

## Be Inspired... Best Project of the Year & Infrastructure Winners at RICS 2018 Scotland Awards



Hargreaves Jones are delighted that the Caithness-Moray Electricity Network Reinforcement project has won this year's RICS Scotland Project of the Year, Scotland Award and also the best Infrastructure project category.

Judges commended SSE for highlighting the importance of a long-term investment commitment to energy production and its transmission from the connection of remote wind farms in Caithness along the sea bed to the north-east corner of Scotland.

Our Director, Eric Allan, who has lead the Caithness-Moray HVDC commercial team for the past 3 years on behalf of SSE is gratified that the project is finally getting some recognition for the significant contribution it has made and will continue to make to the UK and infrastructure sector.

He said that there are so many exciting and important infrastructure projects being worked on and these are rarely in the limelight because they are not necessary visible and rarely publicized due to their often remote location and often complex engineering nature.

In our next HJ Connects edition, Eric Allan will update us on the project's commissioning stages as completion comes ever closer while in this addition Charlie Sheppard who is working with Eric on the project and is based at the Spittal HVDC Converter site, some 24 miles from John O'Groats in the North of Scotland, gives his answers to a HJ Connect interview.

The highly acclaimed Project of the Year title is presented to the scheme which demonstrates overall outstanding best practice and an exemplary commitment to adding value to its local area of which SSE's Caithness Moray project definitely fits the bill.



## **HJ supports Nuclear SLC in critical National Infrastructure Enhancements**

Hargreaves Jones are currently supporting a Nuclear Site Licence Company (SLC) with a five strong HJ quantity surveyor team from Director to Junior QS level, in successfully implementing a portfolio of projects to upgrade the security of a Category 1 Nuclear Licensed Site. These upgrades will enable the SLC to meet its obligations under the Nuclear Industry Security Regulations and its Site Licence Conditions, as well as delivering the site security and safety enhancements outlined by the government in its Nuclear Security plans.

Given the potentially catastrophic consequences of a failure of security in these challenging times, the upgrade of the sites emergency arrangements is of paramount importance to the Office for Nuclear Responsibility (ONR), Department of Energy and Climate Change (DECC) and Her Majesties Government (HMG). As such this work is considered a governmental priority in reducing any security risk posed by this particular site's nuclear legacy, whilst supporting the long term national strategic requirements for a Category 1 Nuclear Licensed Site.

HJ have provided commercial support services in delivery of the "hard barrier" defence works which enhance the sites capability in prevention of incursion, intruder detection, delay and deterrence, and access control and searching capabilities, with modifications to internal access control points and boundary access point restrictions. This work includes pre-contract tender management (preparation, evaluation, recommendation) in accordance with public procurement regulations, Contract formulation, Pricing Selection, and award, and Post Contract administration and commercial management of an NEC3 form of contract encompassing the design and construction of substantial civil and fencing works.

The works have recently reached a critical milestone in securing the boundary of a critical asset within the site which is a key to enabling the further delivery of the entire site security portfolio, and includes the design and construction of an enhanced standard single fence with lockable access gates, turnstiles, search facilities and Hostile Vehicle Mitigation Measures (HVMM) around the perimeter, and installation of perimeter intruder detection technology (PID's, Camera's) to improve security control and responses time.

The remaining works are scheduled for completion in 2019, and will see these enhanced security capabilities encompass other key site infrastructure including bridges, culverts and outflows and finalise the construction of the enhanced perimeter fence and security around the entire site.

## **Hargreaves Jones and the Communications Sector**

Hargreaves Jones is providing Commercial and Contract Management Support Services for the delivery of a European country's nationwide broadband network infrastructure plan, a project that is designed to ensure that every citizen and business in the country has access to high speed broadband services, irrespective of location.



The project involves the procurement and installation of the necessary infrastructure in relatively remote areas of the country to connect approximately 550,000 premises, which includes 52,000 farms, 47,000 SME businesses, 437 schools and 310 business parks. The network will serve almost one million of the country's population and the work constructing the network will require a labour force of more than 300,000.

The project is split into two main packages, delineating the country into Northern and Southern regions and further sub-divided into 3 areas of similar size in each region for ease of management.

The work Hargreaves Jones is engaged in, at director level, currently involves procurement and commercial activities and is planned to continue until Autumn 2018, at which time final contract negotiations will be held with several potential contractors.

Current planning shows the project's network infrastructure work commencing in Q1 2019 and completing in Q4 2021.

Hargreaves Jones have a history of overseas working stretching back 11 years when Peter Hargreaves and Glynn Jones were commissioned to undertake audit presentation work in Norway for their client, Statoil, to Statoil's partners on the completed Langed Gas Receiving Facility project at Easington in Yorkshire and to which Peter and Glynn provided commercial support to WorleyParsons and Statoil on HJ's first ever commission. HJ then proceeded over the years at the invitation of our clients to working on various international commissions in countries as diverse as Eire, France, Tunisia and Nigeria.

## HARGREAVES JONES NEW COMMISSION FOR A FACADE REFURBISHMENT OF THE NEW ALEXANDRA THEATRE

Hargreaves Jones are pleased to have been commissioned to provide Quantity Surveying services including cost planning, procurement and contract administration services for the refurbishment of the New Alexandra Theatre located in Birmingham city centre. The New Alexandra Theatre, originally constructed in 1901, will be undergoing a complete alteration to its Façade, giving it a modern appearance including new and distinctive signage. Simon Brereton Associate Director is the lead Quantity Surveyor for this project with Daniel Nolan, a recent graduate recruit who has joined us as a Junior Quantity Surveyor acting as his assistant.



### Graduate Recruitment 2018

Hargreaves Jones continues its investment in graduate talent with the addition of two graduate Quantity Surveyors who joined the company in June 2018, with the search for a third ongoing. The graduates join Hargreaves Jones following completion of their BSC (Hons) degrees in Quantity Surveying from Salford and Heriot Watt Universities and Hargreaves Jones are delighted to welcome these individuals as additions to our growing business.

These appointments follow extensive recruitment in the form of advertising and marketing, several interviews and attendance at University graduate recruitment fairs, in order to find the individuals that best reflect the vision of the company and those who will continue to drive the business forward. Hargreaves Jones are proud to support these Universities in order to build relationships and demonstrate that we are a trusted and valued source of future employment for their students.

These appointments align with the business model of recruiting a minimum of 2-3 graduates each year in order to support the expansion plans of the business, its continued growth and its investment in the future. Graduate recruitment has been a consistent objective of the company since it employed its first three graduates in 2010, all three of which are still employed with Hargreaves Jones and progressing well within the company, with the subsequent graduate additions following in the same footsteps.

These appointments underline our strong belief that investing in people is the only way to create a strong and vibrant business capable of providing the services the construction industry needs and the recruitment of this graduate talent demonstrates our commitment to this goal.

## Q&A with Markus Jeffers

### What is your role, and why did you choose Hargreaves Jones?

I am a Junior Quantity Surveyor. I was impressed with the direction and goals of the company which were pitched to me in my interview with both Peter Hargreaves and Glynn Jones. This gave me assurance that I would be able to develop into a great Quantity Surveyor with Hargreaves Jones.

### What project are you currently working on and what is the best thing about your job/role?

I'm was working on Indigo Hotel (Bath) and The New Alexandra Theatre Façade (Birmingham) and I am now working in a large commercial team that includes other HJ commercial staff on a major nuclear waste decommissioning programme in the North West of England. The best thing about my role is that every day I am learning something new about construction development from all the different projects I am currently working on, whilst also learning and working with experienced professionals in the company who always take time out to teach me along the way.

### Tell us a little bit about your background?

I'm from the British Virgin Islands and this is where I first took an interest in the field of building and development working as an Excavator Operator whilst completing my Associates Degree in Architecture Engineering and Construction Technology. Upon receiving my Associate Degree, I decided to move to Manchester where I studied at the University of Salford and obtained a BSC in Quantity Surveying.

### When you're not in the office, where can you be found?

When I am not in the office you can find me in the gym shooting some hoops. I do take a keen liking for almost every sport. Though I might not be 6' 7, I always think to myself that I would have been an exquisite basketball player in another lifetime. I have taken part in many tournaments back in the British Virgin Islands and recently I played for the University of Salford basketball team where we competed against other universities in Britain.

### Are you currently studying?

I'm not studying at the moment; however, I have recently completed the Joint Contracts Tribunal (JCT) Built Intelligence online course which was recommended to me by Peter Hargreaves. This course - JCT Academy is a suite of 25+ online eLearning courses designed to explain the key aspects of the JCT suite of contracts and how JCT contracts are set up and implemented. It looks at the key roles and responsibilities of individuals within the contract process and sets out how JCT provisions deal with administrative matters, such as payment, control of the works and control of time.

### You have recently commenced work on a major nuclear decommissioning project sited in the United Kingdom. Is this an exciting and challenging role and is it what you envisaged doing when you first started your degree at Salford University?

Being engaged on a highly complex nuclear decommissioning project has given me exposure to another sector within the construction industry and is a very exciting challenge and one I am looking forward too. This will broaden my knowledge and it gives me an opportunity to administer an NEC Contract after my previous experience of utilising JCT Contracts.

When I commenced my degree at University I was unsure as to what career opportunities would develop. I undertook placement opportunities whilst at University which were tailored around the more traditional functions of a quantity surveyor and I can honestly say I did not anticipate undertaking work within the nuclear sector. I was unfamiliar with what this work would entail however I have found this opportunity both challenging and rewarding and I am looking forward to continuing my development and successfully delivering a highly complex project.

### What do you hope to achieve within Hargreaves Jones in the next few years?

Within the next few years I hope to achieve more experience and knowledge and with Hargreaves Jones' support become a future RICS Chartered Quantity Surveyor.



## HJ Interview with Charlie Sheppard

### What is your role within HJ?

I am a QS working on Spittal Converter station up in the Scottish Highlands.

### How are you finding your first project?

Working on a live site every day and seeing the progress first hand is an enjoyable experience as my last job was spread over several locations. We are now in the midst of the installation phase which has been challenging in terms of learning about the equipment which is sensitive to temperature and must be kept in a highly regulated environment - a challenge on any construction site. The project is part of a wider land/subsea HVDC link between Caithness and the County of Moray further South. The project also has the potential for the HVDC link to expand to Shetland. Eric Allan of HJ is representing SSE as Commercial Director on the scheme.



### Why did you choose HJ?

Following an interview in Edinburgh I was initially impressed by the large-scale infrastructure projects HJ were involved in. I got a positive feel for what the company was about and how it had grown successfully in the last few years. It seemed like an ambitious place and somewhere I wanted to be a part of. After an enjoyable weekend meeting everyone in January it confirmed to me that I had joined a great company & team who were proud to be here.

### Tell us a little bit about your background?

Originally from Essex, I studied Quantity Surveying at Nottingham Trent University. Following a placement with Arcadis at Heathrow Airport I graduated and went back to work for them in London based at UK Power Networks, on a range of Electrical Distribution projects.

### What do you find the most interesting / challenging?

Right now the challenge is living in such a remote location, and having to drive 100+ miles just to get to the nearest City! The job is challenging because progress has been hard going, but remains interesting due to the implications of a late finish which have led to multiple changes in the delivery of the project.

### Are you currently studying?

I am currently enrolled onto the APC, hoping to eventually become chartered by the RICS.

### What have been some of your career highlights to date?

Working on the Construction of Terminal 2 at Heathrow was a great experience. Outside of work I have to mention that I appeared on Pointless and managed to score a Pointless answer!

### What do you hope to achieve within HJ in the next few years?

Following completion of this project I hope to work on another interesting job and widen my experience further potentially outside of Electricity T&D. I am looking forward to meeting and working more closely with other HJ employees. Preferably somewhere less remote!

### When you are not in the office, where can you be found?

Walking my pug or watching the Hammers play.

### Who are your dream dinner guests?

I would get Rick Stein over to do the cooking, Mickey Flanagan to bring the banter and Michael Caine to tell some stories.

## Annual Get Together 2018

The annual Hargreaves Jones “Bash” took place in Manchester this year and the weekend was as usual, a roaring success.

It started on the Friday night with competition bowling with staff and partners picked out of a hat (specially procured for under a pound by Kim) and allocated to make up six teams including a HJ director and partner in each. All Star Lanes bowling Alley and it’s private room including two alley lanes and a bar was the venue and the bar amply stocked at the beginning of the evening had a rather depleted look by the end of the night with the HJ motto of “Work hard play hard” fully lived up to by everyone in attendance.

The competition included some excellent bowling, ridiculous cheating (nothing new there then!) and a controversial winner in the team being lead by the MD, Peter Hargreaves. The cry’s of “fix” reverberated around the alley until Peter bought another round!

A rogues gallery of the six teams and respective bowlers is shown below with a particularly pleased MD and his winning team top left.

On Saturday everyone had the morning and afternoon to themselves to explore the sights of Manchester and enjoy the shopping, museums and art galleries and/or just hitting the bars and restaurants. On the Saturday evening, everyone attended an evening of Champagne, drinks and dinner dressed in their finest at the Restaurant Bar & Grill, where the restaurant and a portion of the bar was hired to cater for a first class get together of all our staff and partners in a VIP setting. The food was excellent with the chef creating a fabulous meal and everyone had a thoroughly good time catching up, laughing about the bowling antics and barracking the speeches.

A fantastic weekend was enjoyed by all.



## Referral Scheme

We would like to reiterate that a finder's fee of £1,500 will be payable to anyone who introduces us to a candidate who is successfully placed with the Company for a minimum period of 6 months, with a further sum of £1,500 payable to the finder on the 3rd anniversary of the candidates start date if they have remained with the business.

Should you know of an individual who has the relevant skill set for a role with HJ, ask them to send their CV to [kim@hargreavesjones.com](mailto:kim@hargreavesjones.com) for consideration.

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updates



**Hargreaves Jones**  
Commercial & Project Services

Have you been working on a project that you want to include in the next edition of HJ Connects?  
Have you taken part in a Company Social or Charity Event that other colleagues will be interested in hearing about?

Please contact: [kim@hargreavesjones.com](mailto:kim@hargreavesjones.com)

**Thank you to all those that have contributed to Issue 9 of HJ Connects.**