



# HJCONNECTS

ISSUE 5, JUNE 2016

Foreword from Peter Hargreaves, MD.

In the previous months since the last edition of HJ Connects, I have travelled around the country talking to staff and spending time with our Client’s key representatives. In those conversations, I have been struck by how often I discovered either an issue or opportunity that needed to be immediately dealt with or acted upon, whether it be relating to either Client commissions, or the personal circumstances of the HJ colleague I had met. Communication within the business needs to be improved.

We are in an expanding consultancy, but still, with less than thirty five of us in the business, we cannot consider ourselves to be anything other than in the S category of the term SME (Small to Medium Enterprise). The buzz words of “good communication” when written in business missives as being one of the keystones of a business’s success has a tendency to turn people off for being essentially oblivious; with the writer sounding “holier than though” in the delivery, and yet when reviewed against any success story in business, good internal and external communication always figures highly in the list of reasons.

We succeed or fail on our ability to attract excellent people into Hargreaves Jones, who can work both independently and in teams. Our business model is based on the directors and senior staff being “front of house” with our Clients, working directly on commissions and understanding the Client’s needs and requirements to ensure their delivery. That delivery will not happen as well or as quickly as it could do if, as a team, we are not in constant communication with each other, providing the necessary information and support that has always marked us out from our competitors.

Hargreaves Jones is a strong and expanding business and I don’t make the above point to in any way denigrate the work we continue to do and the new business we have won in the past twelve months. Our strength comes from our seeking to constantly improve both individually and as a business, and that means we will always be reviewing our processes and performance and making the necessary corrections to fulfil our own business aims and create an environment in which you can all maximise your potential. So to this end I remind myself and you all to focus on spending the time to talk and communicate with all throughout the business and especially your line managers, however busy they may appear to be at the time.

On a different note, it gives me great satisfaction to see the amount of work being done by a large number of staff in seeking to gain both Chartered status with the RICS and in a couple of cases, law degrees, while working on complex and at times difficult commissions. The business is committed to ensuring you are allowed to maximise your potential whether by attaining professional status or further skill sets and I look forward to acknowledging our new professionals when they achieve the rewards of all their hard work.



## INSIDE THIS ISSUE

- HJ Recruitment Drive .....2
- Distribution of current projects.....2
- APC update.....3
- HJ public directory .....3
- New Member to the Team.....4
- 4 years at SSE.....5
- Care Home Update.....6
- Charity Event .....6
- Contact Us.....7

# HARGREAVES JONES' RECRUITMENT DRIVE

As touched on by Peter Hargreaves in January's issue of HJ Connects, Hargreaves Jones goal for the next five years is to grow the business significantly with a view to becoming one of the United Kingdom's leading Consultancies providing Commercial and Project Management Services. We appreciate that the only way we can achieve such substantial growth is with the acquisition of highly skilled and talented individ-



uals with a Quantity Surveying, Planning and Construction & Project Management background. To this end, the Company wishes to reiterate to all staff 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.

We have also extended our finder's fee to include agencies and third parties, who will be gifted with £400\* for the successful acquisition of a candidate

who is employed with us for a minimum of 6 months.

Our aim is to double the current work force over the coming years, with a focused expansion of our Manchester and Edinburgh offices, as well as increasing the numbers in our Hull and Oxford teams, with targeted expansion into a London office in the coming years. However, with many companies facing a shortfall in recruitment, we are aware of the challenges ahead of us in reaching these ambitious goals. To this end, should you know of an individual who has the relevant skill set for a role with Hargreaves Jones, we would encourage you to tell them about our referrals scheme, and encourage them to send their CV through (in the strictest of confidence) to [elizabeth@hargreavesjones.com](mailto:elizabeth@hargreavesjones.com) for consideration.

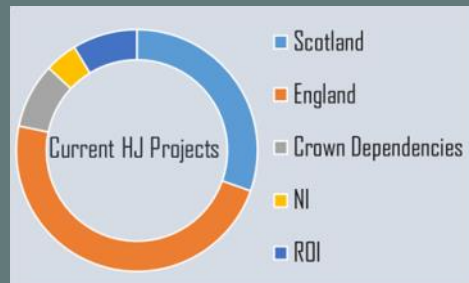
Our expansion goals are ambitious, but achievable; since the last issue of HJ Connects we have secured Senior Quantity Surveyor Craig Wade (as featured in this issue) as well as a new Director, Senior

Quantity Surveyor, Graduate Quantity Surveyor and Project Manager. Further to this, we have also added an Accounts Apprentice to the Back Office team.

We are currently running an advertising campaign with RICS, please follow the link below for more information- <http://www.ricsrecruit.com/job/109112/quantity-surveyors-and-senior-quantity-surveyors-of-all-levels/>

(\* in vouchers for their chosen retailer)

## Hargreaves Jones Project Distribution at a Glance



# Hargreaves Jones APC Programme Update

The Hargreaves Jones RICS APC programme is currently in its sixth year. Led by APC Assessor and Hargreaves Jones Associate Director Simon Brereton, there are currently eight

candidates involved in the programme, with four candidates looking to go on to complete their Final Assessment Interview this November.

The candidates meet

on average four to five times per year, with the most recent meeting taking place on the 11<sup>th</sup> March. These meetings provide the opportunity to discuss their progress with their Critical Assessment topics, and will include presentations from Senior HJ staff on an APC related topic. March's meeting was led by Simon Brereton, with MD Peter Hargreaves overseeing the meeting, and being on hand to offer guidance and advice.

These meetings offer all of our candidates an opportunity to give an update on their progress, and to discuss whether they

are on target for meeting their required competencies and whether their current projects are offering them the practical experience they require to meet said capacities.



The Company is fortunate enough to have three fully qualified APC assessors within our Senior Management Team in Directors Glynn Jones and Eric Allan, and Associate Director Simon Brereton, with this allowing us to allocate a dedicated APC Counsellor and APC supervisor for every one of our candi-

dates to give them the best chance of success (currently the APC success rates stand at a 50% pass rate for the first attempt, and a 60% pass rate for referrals)

In preparation for the November Final Assessment, meetings will be increased from quarterly to monthly, providing greater support in the lead up to assessment for this year's candidates, all of whom are following the graduate route, with the option of a mock interview to be provided by one of our APC assessors.

## UPDATED HJ PUBLIC DIRECTORY

Since its inception in 2005, Hargreaves Jones has provided all members of staff with their own private directory for personal use, as well as a public directory for the uploading of key documents and templates with the aim of providing a secure space for document sharing between HJ employees.

After ten years of collating information from HJ colleagues from a wealth of different projects, the Public Directory has had a much-needed re-organisation courtesy of Malachi Burton and Amir Chaudhry, involving the creation of a file pathway model and re-organisation of the project folders, with the overarching aim of making the directory more user-friendly and more easily accessible.

Moving forwards, if anyone has any documents or templates that would benefit other members of staff by being shared on the directory, please could you send them to Amir Chaudhry to be logged and filed accordingly.



# NEW TO THE TEAM...

## CRAIG WADE

### Tell us a little about yourself...

Hello; my name is Craig Wade and I am a 38 years old Quantity Surveyor. I live in North Wales with my wife Sarah and our two wonderful boys Callum (12) and Aaron (9). I am a Quantity Surveyor with 20 years of experience in multiply Industry Sectors at various levels up to Senior Management, and have been fortunate to have worked in several locations around Europe.

### How are you finding your first project with HJ?

Since joining HJ in early March I have begun working with our Client on developing and managing a Framework Service Agreement to assist in their operational day to day functions within the utilities sector. I have received strong support from Charles and the existing HJ Team which has enabled me to smoothly transit into the existing Client Team. This sometimes can be overlooked when a new member joins any team, and so I am grateful for the continued support HJ Teams give.

### Where were you before HJ?

Before joining HJ; I previously spent the last 8 years working for Mott Macdonald Limited, with my last assignment being lead for a Commercial Team for BP in the Shetland Islands at their onshore facility at Sullom Voe Terminal. With Mott Macdonald I have been able to work in several European Countries (Norway, Sweden, France) which in turn enabled me to work with many interesting major global Clients. Prior to working with Mott Macdonald I worked for several major Construction Companies build



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*“Why did I choose to join HJ? – can be said in a two words ‘The Challenge’.”*

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ing and constructing all over the UK.

My work history has given me the opportunities to work and gain experience on a wide range of exciting projects from the refurbishment of a narrow boat weighing room to involvement in the laying of one of Europe’s largest power cables (Martin Linge Project – 163km HV AC power cable - underwater)

### What is your position at HJ, and why did you choose to join us?

I am employed by HJ as a Senior Quantity Surveyor currently working for our Client in the utilities sector.

Why did I choose to join HJ? – can be said in a two words “The Challenge”. When I had my interview with Peter and Charles they outlined the vision of where they see HJ being now and in the future. They were able to explain a clear pathway on how the HJ Management Team intend to grow the business and the services it can offer and deliver.

Through discussions it was clear to me that HJ Management Team value very highly the involvement and feedback of their staff in delivering this vision and therefore I immediately knew that this was a challenge I wanted to be involved in.

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

I spend the majority of my time with my family. Due to working away from home for many years I am a strong believer on enjoying the time you do have with your family.

In understanding how that time is spent it can be between Church, Scouting, Taekwondo, and other school related activities. This leaves very little time for myself, though I am a keen runner and try to hit the road whenever I can, having competed in several marathons over the years and will do so until my ankles tell me to stop.

### If you could have lunch with any three people who would they be and why?

Firstly, I’d have to take my family out of the equation – otherwise I think I may be in trouble!

From the sporting world, and as an avid Manchester United Fan, the first place at the table would be set for “The King” Eric Cantona (Elvis Presley only borrowed the title until Eric was born) I would love to know why he left the world of football when he still had so much offer.

To bring some culture and dinnertime conversation I would set the second place for Stephen Fry, despite his extraordinary career in Comedy I also believe his straight talking, humour and expansive knowledge about everything would maybe give me a chance of understanding my wife better – as she does claim to know everything.

To close the guest list on this lunch I would have to slightly cheat, and say I would invite someone I have already had the pleasure of meeting and talking to, and that is Simon Weston CBE (Falklands War Hero) – I was fortunate enough to hear him talk several years ago and to have the ability to continue the conversation would be a dream – the man and his story are inspirational.

# HJ'S RICHARD JONES AND PAUL JONES REFLECT ON OVER FOUR YEARS WITH SSE

2016 marks the end of over four years at SSE for Hargreaves Jones Richard and Paul Jones. The pair joined the Company as graduates in 2010 shortly after completing a BSc in Quantity Surveying at the University of Salford. Now that they have left SSE to join the HJ Nuclear Commercial Team, they reflect on their first years with the Company, and how their secondment to SSE helped them develop their knowledge and skill-set.

## Paul Jones, QS

### Tell us about the early days of your time at SSE



I started in April 2011 alongside Glynn based in Perth working on the Beaully-Denny Project. This was a 220km overhead transmission line from Beaully to Denny; supported by 615 steel towers (400kV), replacing over 800 pre-existing 132kV towers that were built in the early 1950s. I was working on post contract change management on an NEC Option C contract.

### Where did you go from there?

In November 2012 I began working on the Caithness-Moray Project, which marked a change in emphasis from post contract to pre contract work. The project comprised of the installation of land and subsea cables, capable of carrying up to 1200MW of electricity between Caithness and Moray. The installation of two substations and the "option" to install a DC Switching Station and a connection up to Shetland via subsea cables. I stayed on the Project up until I left SSE in January 2016. I was involved in the contract negotiations and formulation (Contract Award August 2014) and then worked post contract on the Moray Land cable under NEC Option A.

### What was the highlight of your time there?

The Highlight of my time at SSE would be the Contract Award for the Caithness-Moray Project. This was the culmination of a number of years' hard work from a great team of people. Hopefully the Project will be successfully delivered over the coming years.

### How would you summarise your time at SSE?

I have thoroughly enjoyed my time working in Scotland on some of SSE's major transmission projects. The experience I have gained will be invaluable for my future endeavours. I have worked on some incredibly challenging projects all of which have ultimately been rewarding when successful outcomes have been achieved.

*"I was privileged to work alongside a fantastic team..."*

## Richard Jones, QS

### Richard, tell us a little about the first project you worked on when you joined SSE

I first travelled up to Scotland in January 2012 to undertake a QS role for a subsea cable installation project in the Orkney Islands. Based out of Inverness, myself and Director Charles Hewitt quickly immersed ourselves as part of the client's procurement and commercial team.

In my first two years I was focused on the procurement and tendering elements of numerous projects based in Caithness, Western Isles and Orkney. All of these projects are regulated by OFGEM and pre-contract activities can take up three years to complete. I gained lots of experience in pre-qualifications, tender assessments and pre contract negotiations throughout this period.

### Where did you go from there?

In 2013 SSE received funding for a new subsea reinforcement link in Kintyre for which I became part of the project team. I took the opportunity and based myself in Perth and Glasgow to help manage the substation contract from construction through to commissioning in 2016. This project gave me the post contract experience required for my APC development and concluded my time in Scotland.

### What were some of the highlights of your time with SSE?

Completing the first call off contract on a new framework agreement for a substation that was delivered on time and under budget is a stand out highlight. I was privileged to work alongside a fantastic team, enjoying a strong rapport and forming friendships with my colleagues (quizzing Barry Donald on his illustrious football career was also entertaining!)

### And the challenges?

Aside from the obvious long weekly commute (Manchester to Perth) I found managing the change control of complex electrical infrastructure projects during construction challenging, however I am grateful to have had that experience.

### You're currently studying towards your APC, how did your time at SSE contribute to this?

From an APC perspective the past four years have enabled me to attain Level 3 status for all my core competencies; contract practice, construction technology, quantification and cost of construction works to name a few.

### And how do you feel about your move to the Nuclear Commercial Team?

This is something I am very much looking forward to, a completely different client to whom I have worked for previously. The Nuclear industry is an exciting and complex sector which I am interested in to get involved with.

Two months into the project now and it is clear the nature of the works and the current contract arrangements will prove for challenging times ahead. Great opportunities for HJ to demonstrate their value!



# CARE HOME PROJECT ON ISLE OF MAN CONTINUES

**Associate Director Simon Brereton updates us on the progress of the Salisbury Street Care Home project, Douglas, Isle of Man.**

Hargreaves Jones are currently engaged as Employer's Agent and Quantity Surveyor on the Salisbury Street Care Home in Douglas, on the Isle of Man. Although works are behind programme, due to major obstructions in the ground (the site was a former bus depot which had inspection pits filled in) and some severe weather conditions in November last year, practical completion will be likely by mid-July, with the client commencing their fit out of the 68 bedrooms and ancillary facilities at the beginning of June.

The scheme design is based on projects that our client has completed in the UK. The planning submission drawings were used as the basis of the Employers Requirements, together with a detailed specification that was used to form the tender enquiry.

Hargreaves Jones negotiated the contract terms and compiled the contract documents and warranties in conjunction with the client's lawyers. We undertake the contract administration of the project as Employer's Agent, and as Quantity Surveyor, undertake the monthly valuations and agree changes to scope. As the project is partially bank funded, we liaise with the banks monitor, providing cost reports and regular updates as required.

The project has thrown up some unusual issues compared to similar projects completed on the mainland UK. The Isle of Man has its own legal system, which meant we had to adapt the JCT design and Build Contract to suit. They

are still working under the CDM Regulations from 1995. They have additional bank holidays, and for two weeks of the year travel is restricted around the island by the famous TT races. The contractor, JCK Limited, shuts down for this period every year.



There are logistic issues to consider as well, there are no brick or steel manufacturers on the island, therefore these materials are imported from the UK and Ireland, as is the labour.

The finishes are to a high standard and will provide one of first new purpose built care homes on the island in a few years.

## HJ's DOUGLAS ANDERSON RAISES MONEY FOR CHILDREN'S CHARITY

Hargreaves Jones' Douglas Anderson recently took part in a charity event to raise money for Children's Charity UNICEF by taking part in a sponsored leg wax.

Douglas, who started working with us in May last year, undertook the challenge on the 24th of May alongside three other hairy volunteers to help raise £200 for the Charity, as part of a wider fund-raising effort.



If you would like to support the cause, please note the just giving link below. <http://tinyurl.com/j6xg6rp>

Well done Douglas!

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Commercial & Project Services

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Working on a project you want to see in the next issue of HJConnects? Taken part in a company social or charity event that other colleagues might be interested in hearing about? Contact Liz Moore on [elizabeth@hargreavesjones.com](mailto:elizabeth@hargreavesjones.com)