

Working for Plowman Craven



Whether you are an experienced surveyor or just embarking upon your career, take the opportunity to consider a career with Plowman Craven.

Plowman Craven is a great place to work, where we always attract, develop and retain high calibre individuals.

Here, we have set out for you some of the benefits in working for one of the premier surveying companies in the UK.

BENEFITS

Salary

We offer highly competitive salaries which are dependent upon qualifications and experience. Salaries are reviewed annually or more regularly based upon performance as appropriate.

Pension

We provide access to a Group Personal Pension Plan. The company will match the employee contribution of 5%. Your contributions will be deducted from your salary once you have successfully completed your probation period. Full details can be found in the Group Personal Pension Plan Policy.

Life Assurance

This valuable benefit would be payable at 4x basic annual salary on the death of a member for all permanent employees following probation.

Affinity Benefits

We offer further affinity benefits to all employees this includes advice for mortgages, investments, protection, estate planning, financial review and more.

Holiday

Holiday entitlement commences at 25 days per annum plus bank holidays and rises incrementally in accordance with level of service to 30 days per annum plus bank holidays.

Bonus Payments

Whilst non-contractual, and cannot be guaranteed, the company offers regular discretionary bonuses through the year which is based on performance.

Overtime and Expenses

There are many opportunities for undertaking overtime, and all travel expenses are reimbursed from your home or designated office to/from site on a fortnightly basis. Mileage is currently paid at 45p per mile, 5p per mile for passenger mileage plus any parking fees and congestion charges as appropriate.

Allowances for Working Nights and Subsistence for Overnight Stays

Depending on the timing and location of projects that you are working on, a night allowance and/or subsistence may be paid.

Healthcare Cash Plans

We provide a discretionary Corporate Healthcare Cash Plan from Health Shield. There are six levels to choose from with each level providing different annual cash-back allowances for health treatments such as optical, dental, physiotherapy and much more for you to claim.

Employee Assistance Programme Confidential Telephone Counselling Service

All employees, and immediately family members who live with you, have access to a confidential telephone counselling service, which, where appropriate, includes onward referral to relevant voluntary and/or professional services.

The counselling service can be utilised 24 hours a day, seven days a week, on a wide range of issues and concerns.

Enhanced Maternity and Paternity Pay

The Company offers enhanced statutory maternity pay to 100% for the 12 weeks of the maternity leave period. We also enhance the statutory paternity payment to one week's full pay followed by one week's statutory pay for the paternity leave period directly following the birth/adoption of each child.

Professional Development

We actively encourage employees to pursue professional development appropriate to their career at Plowman Craven. We currently support individuals in gaining CICES, RICS and other qualifications. In addition, Plowman Craven pays 50% of the membership fee for a professional body and 100% for full membership.

Career Development

Our strategy is that where possible we will promote from within and, being one of the largest measurement survey Companies in the UK, we have flexibility to do this, ensuring no glass ceiling exists at Plowman Craven.

We have an inclusive appraisal process supported by behaviours and competencies which we apply when considering promotions within the business.

We invest significantly in training, and have introduced a tailored Junior Surveyor Programme spanning a one year period for those who join us looking to embark upon a professional career.

For our Surveyors who act in a Lead capacity role on site, we have provided external management training as well as investing in management development programmes for others who have demonstrated capability and interest in this area.

CPDs, Innovation and Creativity

Innovation is at the forefront of everything we do at Plowman Craven. Through our innovation team, employees have the opportunity to get involved in our "Kickbox" initiative which provides employees with the resources to develop a creative idea which improves the way we work or is aligned with our focus to measure more with less.

We run regular “lunch and learn” CPDs for employees run by their peers and since July 2016, we have been running a series of TED talks, delivered by experts on a wide range of topics from science to business issues to how body language shapes who we are.

Employee Recognition and Long Service Awards

We operate a Peer to Peer Recognition Scheme where anyone can nominate a colleague for an award. In addition, our Instant Awards are designed for Managers to “instantly” recognise individual achievements. Both of these are based on upon our Company Values. We also distribute Long Service Awards at quarterly Company meetings.

Technology

Employees are eligible for a discount of up to 25% off your their personal O2 Refresh airtime tariff plans, as well as discounts on a tablet or mobile broadband tariff.

All new operational personnel will be issued with an Apple iPhone and a laptop or tablet with processing software including AutoCAD and Revit.

Health & Safety

At the very heart of our professional approach to our work is health & safety. Our Health & Safety Committee ensure a rigorous approach is adopted at all times to support our surveyors who work in diverse and varied locations.

We carry out regular workstation assessments to ensure your workstation is set up appropriately and to understand if any adjustments are required for your safety and comfort. We also provide eye test vouchers.

Health and safety is of utmost importance to us and is recognised in our attainment of ISO 18001.

Employee Wellbeing and Social and Sporting Events

There are free tea and coffee facilities provided in our offices.

Plowman Craven believes that its employees are its most valuable resource and their wellbeing is vital to effective performance at work and the continued provision of high quality services. To this end the Company is committed to providing, maintaining and promoting a healthy and supportive working environment.

In support of this value we have a team of Mental Health First Aiders across the business, trained to provide initial support through non-judgemental listening and guidance.

We also organise social events throughout the year for all employees to participate in, including Summer and Christmas socials, charity events and sporting activities such as triathlons, football, running and cycling events. Plowman Craven is also the headline sponsor of the Herts 10k, an annual event in aid of Rennie Grove Hospice.

Plowman Craven House

Free off-road parking is available at our purpose-built office in Harpenden.



About Plowman Craven

Plowman Craven provides integrated measurement and consultancy services to the property and infrastructure markets, pioneering the use of technical innovation to deliver proven expertise and trusted results throughout the project lifecycle.

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