

“It’s Great to Work Somewhere Where Everyone Supports and Looks Out for Each Other”



OSBORNE

Osborne employees often talk about the company being like a family. An organisation where there's always somebody to turn to for help and where people make time for each other. In a high pressure, time-critical sector like Transport Infrastructure, you can't take these things for granted. But this way of working is ingrained in our culture and constantly reinforced.

When Catherine Whitehead joined Osborne as a Lead Pre-Construction Manager, we were in the middle of lockdown. The supportive culture made a big difference.



“I was on my own working from home most of the time. My colleagues made a point of drawing me into meetings, getting me involved and enabling me to meet as many people as possible. Osborne really is a people company. It was stressed that I shouldn't be afraid to phone anyone should I need help or support. My line manager has given me massive support throughout.”



A Vital Role

Catherine's role as Lead Pre-Construction Manager is a vital one - ensuring that projects are set up to succeed from the outset.

"My main responsibility is to help and oversee the One Team Wessex pre-construction team. I'm responsible for the Buildings, Structures and the Geotech packages; 3 of the 5 packages in the framework. I am on hand to support the Pre-construction Managers in resolving any issues they might have. I'm also there to escalate any issues that come up in the regular meetings and to put new processes and strategies forward to help develop and advance the framework."

Supported Development

"When I first joined Osborne, I undertook the role of Pre-Construction Manager in the Structures package. This early, deeper involvement in the detail helped me develop my own learning and understanding of Osborne. Now in my role as Lead Pre-construction Manager, I have a better understanding of the day to day requirements of the role, so I can offer coaching and support to others. The MyLearning training portal as well as the line manager, and welfare and development manager set up is excellent."

Making Time for Each Other

When the pressure's on, it's easy for good intentions to go out of the window. But for everyone in a management and leadership role, making time to support their team always remains a top priority.

"The most important thing to me is giving my team time for help and support, by making space in my working day for regular catch ups. Because we're working remotely, making time to talk to them is even more important."

"It's not just about booking calls but also taking time to check in on them and ask how they're doing. It's also about giving them responsibility and ownership, letting them have the autonomy to make decisions."

People Make Osborne What it Is

A positive culture doesn't happen by accident. It's something Osborne works hard to maintain. It's also reinforced each day as everyone sees how the people around them work and relate to each other.

"The people make Osborne a great place to work. I was seconded to Osborne back in 2013 as part of my ICE charter ship development. I spent 18 months on a site placement and my time with Osborne remained a very fond memory of my training. It's still true of Osborne culture today - people uphold the Osborne values. Everyone helps each other, wants to do a good job and wants to work as a team. Nobody wants to see anyone else struggle."

"Osborne staff and especially the Pre-Construction team have permitted me to fit in quickly, have kept me involved and have been open, friendly and honest. Everyone cares about each other and the work we do."

Does this sound like the sort of culture you'd like to be part of?



Catherine Whitehead



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