

A Great Place to Build Your Skills and Your Career



OSBORNE

One of the features of the Osborne team is the number of people in senior positions who started as trainees or in entry level roles. What is it about the culture at Osborne that makes this happen?

Gary Scott is a Commercial Manager who started his Osborne career 21 years ago as a Trainee Quantity Surveyor. What was the experience of building a career at Osborne like?

"I got my professional qualification via day release. In my early career as a Trainee QS I was a site-based support function for the main Quantity Surveyor for the project. As I progressed to Assistant Quantity Surveyor, it was similar but with more responsibility. I started looking after some smaller projects. After 5-6 years, I got promoted to Quantity Surveyor, adopting a more leading role working in conjunction with the production lead."

"The flexibility to do the day release when I first started really helped. I was always given the time and understanding to study when I was getting my qualification. I could learn on the job and get a professional qualification. The work I was doing well was recognised, which allowed me to progress my career and later get a promotion."



Personal Development

Progressing to more senior roles isn't just about gaining technical skills. It's also important to develop interpersonal and softer skills. Osborne does this by offering opportunities backed by support and mentoring from more experienced people.

"As a Commercial Manager, I'm more involved with people. The people and the culture at Osborne gave me the right platform and skills to progress. When the opportunity was there, I was ready to step up."

"There was good opportunities to learn from the people around me and I've been able to develop my people and management skills as a result."

"I now lead a team of Quantity Surveyors. My priority is looking after my team to ensure they have the right procedures and processes in place, providing them with support and making sure they're okay in their role."

"It's rewarding. If my team's doing well, then normally our projects are too. The customer is also a large priority for me, making sure they're getting everything they require from the work we do."

Adaptable People Do Well At Osborne

Infrastructure is a dynamic sector and Osborne's size and culture mean that flexibility is important.

"It's quite a fast-paced company to work for due to the scope and quality of projects we deliver. So it's the right sort of industry for those with a strong drive and good work ethic. If you show the right attitude and apply yourself to the role, more opportunities will become available as your career progresses."

"Because of the diverse portfolio of work, there's more selection of projects from small to large. If, initially, your interest is in Highways and you wanted to change to Rail to expand your knowledge and expertise, there's scope to do that."

Informal Support

A lot of the support people get to help them develop their skills and careers is informal and part of the way things are done at Osborne.

"We make sure any new recruits have someone alongside them to help them settle in and give them an insider view about how things work. Normally, if you are working on site there will be someone working closely with you to show you the ropes."

"For mid-level employees in Infrastructure, Jamie Harrison, the Highways Director is great for providing support. He offers a different perspective if you have a question or issue you need to resolve."

"I also go to my line manager and even members of my team if I know that they have the skills and knowledge to resolve issues."

We have such a friendly and open environment that everyone feels comfortable contacting other members of the team. You know that the other person will want to help. We are all working together to achieve the same goal. Osborne has been able to hold onto a family culture, which is so important."

Work Pipeline

Osborne has a strong pipeline of secured work across rail and highways projects. Which means there are great opportunities for people at all levels who will thrive in our culture.

"In terms of large projects, we have the A46 in Binley for Highways England. We've got a long term framework on the M25, and also part of the Eastern Highways Alliance framework for projects located in south east."

Does this sound like the sort of culture you'd like to be part of? Check out our [latest vacancies](#).

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