

A group of four diverse office workers (two women and two men) are walking and smiling in a modern office environment. They are all holding white coffee cups. The office has large windows, white walls, and modern furniture like desks and chairs. The lighting is bright and natural.

**A great place
to work**

GRAHAM 

GRAHAM: 'one of the most attractive employers in the industry'

Our goal is to be "recognised as one of the most attractive employers in the industry".

This is one of the six goals behind our five-year business strategy – Forward Momentum.

As the first UK company to simultaneously achieve IIP Platinum and Wellbeing accreditations, we invest in our people, develop the whole person, and provide a platform for everyone to excel.

We also go beyond our people's expectations – an approach that makes GRAHAM a great place to work. 95% of our employees have told us so.

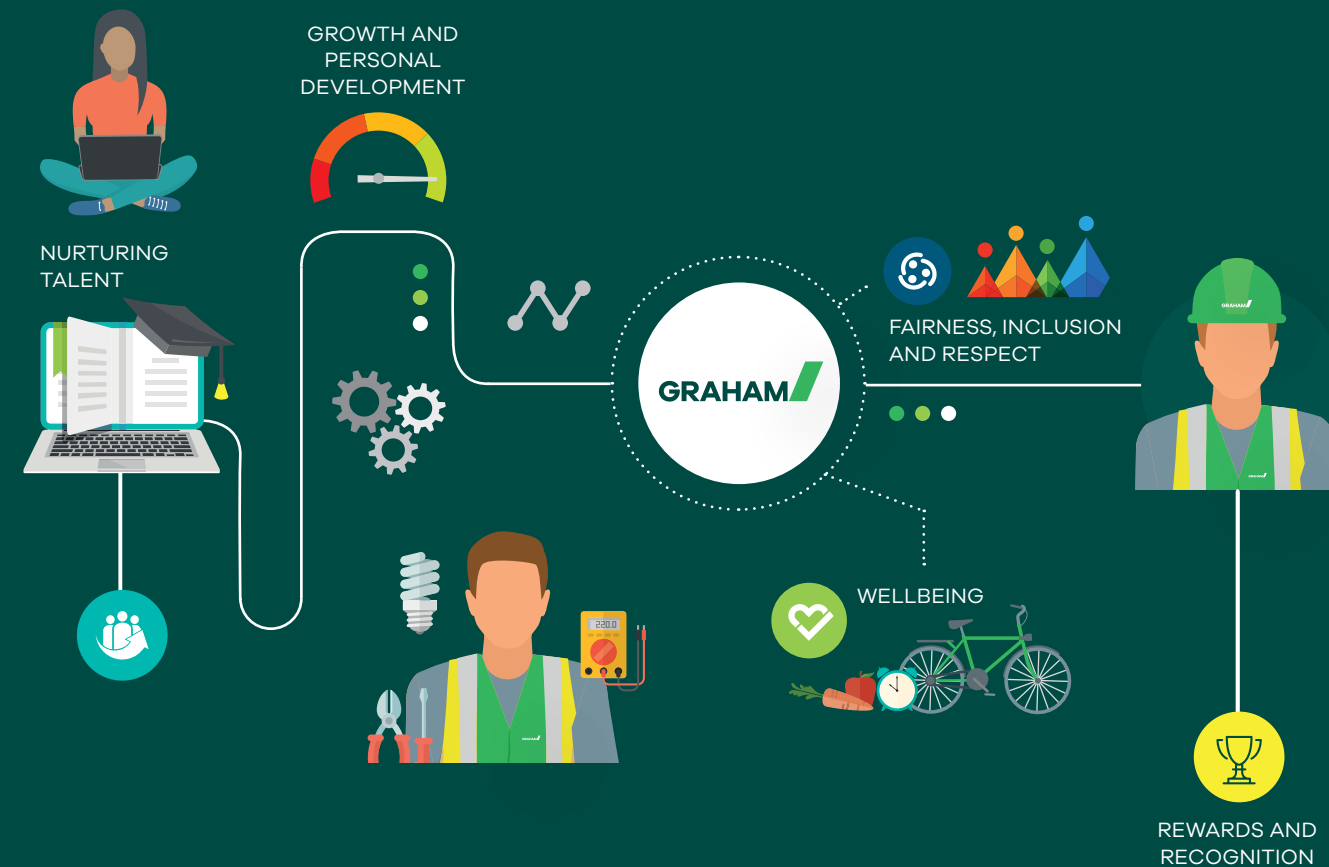
Our people have said they believe that GRAHAM is the perfect "place to build a career", where everyone has "an exciting future" with the company.

There are many reasons why we are a good employer and a business that talented people across the UK and Ireland aspire to work for, including:

- External recognition from Investors in People
- A strong commitment to wellbeing
- Nurturing talent and whole personal development
- A focus on Fairness, Inclusion & Respect
- Rewards and recognition

But we are striving to be even better.

Be part of that journey, build a career with us and play your part in delivering lasting impact through our transformational work.





Investors in People

We are described as a “success story” by Investors in People (IIP).

Throughout our journey with IIP, we have consistently embraced the values and best practice behaviours expected of accredited organisations.

We achieved our first IIP accreditation in 1999.

As of 2017, we have secured Platinum status, the highest accolade that can be achieved.

It is currently only held by 3% of IIP accredited organisations.

IIP has been instrumental in developing robust people management processes and procedures at GRAHAM, which significantly contribute to the satisfaction and engagement of our employees.

Our long association with IIP is proof of our commitment to achieving “best practice employer” recognition.

INVESTORS IN PEOPLE™
We invest in people Platinum

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“GRAHAM demonstrates itself to have embraced the Investors in People Standard in implementing its people management practice, and presents evidence of engaging in high performance management. It is an organisation that develops, motivates and inspires people to deliver organisational objectives.”

Investors in People
Assessment Report

Wellbeing

At GRAHAM, we understand that wellbeing is pivotal to personal performance. Therefore, we proactively create a working environment where everyone has ready access to the tools and knowledge to be fit, healthy and positive in what they do.

We are resolute in our commitment to working in partnership with colleagues to ensure their wellbeing needs are met. In adopting an innovative approach, we are forging a reputation as a “leader for wellbeing” across all industries.

By valuing individuals and promoting a culture of wellbeing, people respond positively, allowing them to thrive and achieve personal and professional success.

Our wellbeing activities are innovative, supportive and informative.

They include:

- An online “Wellbeing Hub”, full of bespoke, strategically themed wellbeing educational and practical resources
- Regular webinars with leading experts on current wellbeing topics, from nutritional advice, to how to achieve maximum results through exercise
- Physical challenges that create competition between teams, helping individuals to get fitter and have fun while doing it
- Providing regular health checks that can act as early warning signs for personal health issues
- We have trained Wellbeing Champions to drive our wellbeing culture

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“GRAHAM has demonstrated a strong comprehensive commitment to the health and wellbeing and engagement of its workforce. It is evident that this organisation has taken on the challenges of employee health and wellbeing.”

Professor Dame Carol Black
Government Advisor on the relationship
between work and health



95% of colleagues believe that GRAHAM is a “learning organisation” with a developmental focused culture



Absence at GRAHAM is 400% lower than the national average



Sign-up for wellbeing activities has increased by 50% in the last two years



Whole Person Development

We know that you are the core of our business and the force behind our success.

That is why we are committed to creating an open and inclusive culture that allows everyone to thrive – personally and professionally.

Our focus is on whole person development.

This means that you can control and shape your own career pathway, in a working environment that promotes high levels of performance, engagement, health, and wellbeing.

We will help you to grow, and we'll do this by:

- Establishing mutually agreed targets and objectives
- Providing mentoring and coaching support
- Delivering personalised training programmes
- Providing learning and development opportunities
- Promoting professional and national recognition of your achievements
- Listening to your views and needs

Driven people choose to work for GRAHAM, and together we can continue the forward momentum of our business.

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“GRAHAM rewards you by encouraging you to step into different roles. When they see you are willing to step up, they will give you the support to do so.”

GRAHAM employee feedback

GRAHAM Academy

The GRAHAM Academy is committed to developing our next generation of professionals.

The Academy provides world-class training and development programmes while our diverse and challenging working environments allow our people to thrive and achieve professional success.

Participation in the Academy enables our talented colleagues to learn new skills and gain nationally recognised qualifications within our apprenticeship, industrial placement and graduate programmes.

The benefits:

- Earn while you learn
- Help with training costs
- Combine professional work experience with college or university
- Start at a level that suits your ability and progress as your career develops
- Build a career in a professional industry
- Work towards a membership of a professional body



Routes to success



Graduate Development Programme



Industrial / Undergraduate placements



Part-time university study



Apprenticeships



Work experience



Trainees



33% increase in our Women Into Science and Engineering (WISE) ten-step plan benchmark score

35% increase in diverse graduate applications

Winner of the CITB Be Fair Award and CECA Inspiring Change in the Workplace Project Award



**Fairness
Inclusion
Respect**

Fairness, Inclusion & Respect

We are actively cultivating a culture of Fairness, Inclusion & Respect (FIR) at GRAHAM where everyone feels valued and respected for their contribution.

FIR is a business priority that is not driven by legislative requirements.

Our significant commitment towards FIR has already been recognised nationally, as we became the first company to achieve both the CITB Be Fair and the CECA Inspired Workplace Awards.

We understand the benefits of a diverse workforce, including a positive team ethos, a safe and healthier workplace, innovation through the diversity of ideas, its capacity to attract new talent, and to enhance productivity.

Ultimately, success occurs when we all feel valued.

To ensure an inclusive environment where the FIR message is cascaded throughout every level of our business and supply chain network, we have applied a range of proven measures, including:

- A FIR Charter outlining our senior management commitments
- A FIR Plan which is reviewed annually
- A FIR Representative dedicated to every office and project
- A FIR Toolkit to ensure consistency
- Fair pay regardless of role, discipline and gender

Positive change takes time, but we are leading by example and playing a prominent role in promoting FIR throughout the construction industry.

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“FIR is now a necessity. With good practice, you’ll see better retention rates, happier staff and increases in productivity. There’s some really outstanding work going on at GRAHAM in relation to FIR. Ultimately, you’re going to start winning contracts based on the way GRAHAM has prioritised FIR.”

Nick Marr
Leadership Coach speaking at the GRAHAM FIR Conference

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“We believe that you have to reward people well to achieve high performance. But it’s not just about money. Reward and recognition are very individualised, and we are intelligent in recognising and delivering this personalisation. I firmly believe that if you value the individual, people respond, they will want to be with your company and will attract other talent to join.”

Michael Graham
GRAHAM Group Executive Chairman



Rewards and Recognition

We believe that if we look after the people who look after our business then we will continue to grow. Our aim is to be an employer of choice and offer an excellent package of benefits, rewards and recognition.

GRAHAM people have a unique drive to succeed and a genuine approach that delivers exceptional results for our clients and the communities we serve.

We know our colleagues give that little bit extra, that’s why we give extra back.

Here are just some of the benefits of working at GRAHAM:



Competitive salaries



Generous pension contributions



Life assurance



Private Health care



Independent lifestyle advice and support



Family friendly policies



Staff discounts



Focused Career Development

If you want to know more about why GRAHAM is
a great place to work, please contact or visit:



info@graham.co.uk



graham.co.uk

