

# JOINING THE WINVIC TEAM

DEVELOPING PEOPLE AS WELL AS PROJECTS. THAT'S THE WINVIC WAY.



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# I ABOUT WINVIC

We are a delivery focussed, multidisciplinary main contractor with a solid reputation and a passion for the latest technologies. Located in the East Midlands and operating nationally, we have grown year-on-year and gained momentum in various sectors, in part due to the trust and rapport we build with our stakeholders. We're also dedicated to fostering long term relationships with our employees, which is backed up by our staff retention figures.

## Already interested in joining our team?

Widely known as the UK's leading industrial 'shed' specialist, our expertise spans many areas; civils and infrastructure, build-to-rent, student accommodation, fit out works and specialist sustainable builds.

Our open approach to schemes of any size allows us to be flexible and we are recognised for adapting quickly if requirements change. We have an enviable record of project delivery, we surpass expectations, and we are committed to delivering an ever improving quality of service and product, responsibly, ethically and safely.

**That's just The Winvic Way.**



**Privately owned since 2001**



**23 years' experience**



**Circa £1 billion turnover**



**66**

**Net Zero buildings delivered**



**Exceptional staff retention rate**



**Enviably record of project delivery**



**100 million sq ft of industrial space constructed**

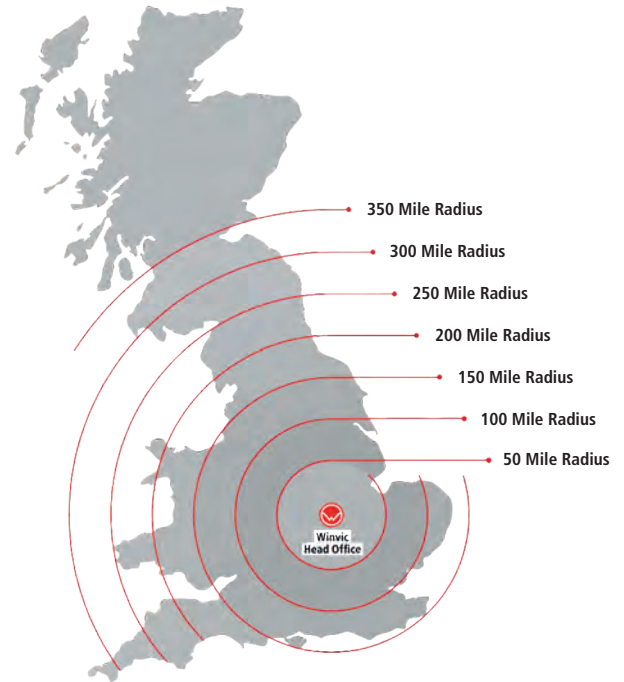


**Over 10,000 multi-room beds delivered**



**Over 100km of highways works**

# WHERE WE WORK



# THE WINVIC WAY

We are guided by our 'Doing It Right' ethos and The Winvic Way values as we thrive as an industry leading contractor, delivering construction and civil engineering projects for our clients nationally within the Industrial, Civils & Infrastructure and Multi-room sectors.

We understand that as a business, we can play a pivotal role in delivering long term, sustainable value that contributes to meeting the economic, environmental, and social wellbeing needs of the communities in which we live and work. As well as protecting the planet for future generations, sustainability is essential to securing the future of our business. We encourage all Winvic employees and our supply chain partners - to adopt the 'Doing It Right' mindset and carry out their roles and day-to-day activities in a way which embodies 'The Winvic Way' culture.



The graphic displays six core values in a grid-like arrangement:

- HONESTY**: Represented by a red star icon.
- RESPECT**: Represented by a shield icon with a checkmark.
- LOYALTY**: Represented by a shield icon with a checkmark and the tagline "To customers, each other, and our community."
- PASSION: PRIDE, TENACITY, DRIVE**: Represented by a heart icon.
- CHALLENGING/QUESTIONING**: Represented by a bar chart icon.
- Teamwork**: Represented by a handshake icon.

**We Are Winvic. Watch here**



# OPPORTUNITIES AT WINVIC

When we receive a job application, we see that moment as the start of a relationship and our outstanding staff retention figures illustrate Winvic's commitment to its staff. If you can be described as talented, passionate and forward-thinking, whatever stage you're at in your career, we would love for you to consider choosing Winvic as your next employer.

- ▼ Work for a leading multi-disciplinary main contractor
- ▼ Rewarding
- ▼ Collaborative
- ▼ Unique
- ▼ Diverse
- ▼ Work with multi-national clients
- ▼ Exciting
- ▼ Challenging
- ▼ One-team approach
- ▼ Develop your career with us
- ▼ Be part of a world class team
- ▼ Work on significant projects



# ROLES AT WINVIC

<b>FINANCE</b> (Trainee, Manager, Senior)	<b>BUILDING MANUALS</b> (Assistant, Coordinator, Manager)	<b>COMMERCIAL SUPPORT</b> (Administrator, Manager)	<b>MARKETING</b> (Assistant, Coordinator, Manager)
<b>DESIGN</b> (Coordinator, Manager)	<b>ESTIMATOR</b> (Trainee, Assistant, Manager, Senior)	<b>SUSTAINABILITY</b> (Assistant, Analyst, Coordinator, Manager)	<b>PLANNER</b> (Trainee, Assistant, Manager, Senior)
<b>PROJECT MANAGER</b>	<b>ENGINEER</b> (Trainee, Assistant, Senior)	<b>SITE MANAGER</b> (Assistant, Senior)	<b>GEO-TECHNICAL MANAGER</b> (Advisor, Manager)
<b>PRE-CONSTRUCTION</b> (Trainee, Assistant, Manager, Senior)	<b>BIM</b> (Coordinator, Technician, Manager)	<b>LEARNING AND DEVELOPMENT</b> (Coordinator, Manager)	<b>DIGITAL APPLICATIONS</b> (Trainee, Assistant, Manager)
<b>HEALTH &amp; SAFETY OR ENVIRONMENTAL</b> (Admin, Trainee, Advisor, Manager, Senior)	<b>MECHANICAL &amp; ELECTRICAL DESIGN</b> (Assistant, Coordinator, Manager)	<b>CORPORATE SOCIAL RESPONSIBILITY/ SOCIAL VALUE</b> (Assistant, Coordinator, Manager)	<b>QUANTITY SURVEYOR</b> (Trainee, Assistant, Intermediate, Manager, Senior)



# I GRADUATE OPPORTUNITIES

If you're seeking to build your career with a growing, innovative and inspiring company, then you're reading the right brochure - Winvic is committed to facilitating graduates to enter the industry, thrive and succeed. Graduates who have studied at either Bachelor's or Master's level come to work at Winvic after studying a wide range of subjects, but learning doesn't stop at university.

**We provide training and development opportunities on top of a competitive salary and industry leading benefits package. We provide opportunities to employees all year round and we are able to do this thanks to our continued business growth. See our current graduate opportunities by visiting our website or email our HR Department [hr@winvic.co.uk](mailto:hr@winvic.co.uk). Hear more from our graduates Sam and Ammara below.**



**Name:** Sam Moore

**Position:** Trainee Site Engineer

**Placement:** Trainee Site Engineer between July 2021 and September 2022

**Permanent Role Since:** July 2023

**Studied:** BSc (Hons) Construction Management

**Describe Your Role:** I'm responsible for setting out different packages of works and ensuring subcontractor teams deliver that work correctly, which means I carefully follow our quality assurance process. After I've understood the drawings, I convert the information, upload it to the total station and mark out what needs to be installed where. I brief the team and then routinely check their work throughout the day, so building good relationships is crucial. At the PLP Bessemer Park industrial project, I oversaw the S278 works comprising highways widening, constructing bell mouth entrances and central reservation islands. It was important to know where existing underground services were, keep records of the services we installed and ensure everything was rigorously checked against regulations. In March 2024, I started working on a new project, Atlantic Park Liverpool, and I've been working on the deep drainage, shallow drainage, service ducting and kerbs. I'm also mentoring a Year in Industry student. I've really enjoyed sharing my knowledge and helping someone else get to where I am today.

**Advice for people wanting to join Winvic?** Keep an open mind about the roles available and if you're offered the chance to learn about different disciplines, take it! When I started my Year in Industry placement, I wanted to be a site manager, but after being exposed to what a site engineer does, I changed my mind. At Winvic, you won't be hiding in the site office, you're out on site most of the time and being hands on is the best way to learn. Hard work and having the right attitude are valued, so be prepared to get stuck in.



**Name:** Ammara Dassu  
**Position:** Site Engineer  
**Placement:** Trainee Site Engineer  
between July 2020 and September 2021  
**Permanent Role Since:** September 2022  
**Studied:** BSc (Hons) Civil Engineering

**Describe Your Role:** My journey with Winvic began with a Year in Industry placement and after I had completed my degree, I was delighted to be offered a graduate role. As a full-time employee, I have been working at SEGRO Logistics Park Northampton and I have been exposed to a variety of programmes, which has really helped me to continue developing my skills and knowledge. I've worked on the Strategic Rail Freight Interchange elements, the 2.5km bypass and the M1 J15A upgrade, and more recently the main industrial facility plots. Day-to-day, I am responsible for setting out and surveying components on site and this has included services, drainage, kerbs, roads, tarmac levels, white lines, earthworks, rail track and mechanically stabilised earth walls. Winvic is always keen to reward those who can demonstrate their skills and commitment, and I've particularly enjoyed having the responsibility of managing and mentoring an Apprentice and a Year in Industry student. I've also been able to share my passion by engaging with college and secondary school students, inspiring them about the world of civils and infrastructure and explaining the construction careers available. I'm also grateful that Winvic has supported me in beginning my ICE Incorporated Engineer Chartership (see page 16) – it's a company that strives to help everyone be the best that they can be.

**Advice for people wanting to join Winvic?** Don't get too worried because everyone is on your side, and they understand you're learning. There isn't a single person who doesn't genuinely want to help me progress – even after two years in my graduate position. Asking questions is how you learn faster and there isn't such a thing as a stupid question. I was honoured to be nominated for an industry award—the Highways UK Excellence Awards—and I'm proud to be a finalist in the Associate Laureates (Rising Star) category.

**For more information on our graduate opportunities, visit our blog**



# YEAR IN INDUSTRY OPPORTUNITIES

Real world experience is essential for those studying a degree in a construction related field and if the industry is to attract the best future minds, companies like us must help individuals like you to gain a head start. Previous placement students have acquired knowledge to enhance their remaining academic studies as well as learn valuable hands-on lessons ready for their forthcoming careers.

We ensure those who join us for a year gain plenty of experience across different sectors and understand the different aspects and challenges found in each phase of a scheme; many have impressed us from the off and we have offered them permanent positions after graduation, just like Ammara and Sam. See our current 'Year in Industry' opportunities in civil engineering, construction management, quantity surveying or planning by visiting our website, or email our HR department [hr@winvic.co.uk](mailto:hr@winvic.co.uk)

For more insight from people in our placement roles, visit our [blog page](#).



**Name:** Lucy Hart

**Position:** Assistant Quantity Surveyor

**Placement:** Trainee Quantity Surveyor between June 2023 and June 2024

**Currently Studying:** BSc (Hons) in Quantity Surveying and Commercial Management

**Describe Your Role:** Throughout the year, I have had the opportunity to gain extensive exposure across various sectors of the construction industry and spend time with all the different departments to understand everybody's roles. My role involved a variety of responsibilities, including attending review meetings with subcontract partners to discuss costs, address production challenges, and manage variations. I was actively involved in liaising with subcontractors for quotes, packaging details, and issuing orders. I also contributed to managing subcontractors' interim payments, evaluating completed works, and handling variations in their invoices.



**Advice for people wanting to join Winvic?** If you're thinking about joining Winvic, you'll be stepping into a supportive and welcoming environment. From the moment you start, you'll find yourself quickly integrated into a team that genuinely cares and is eager to help. Feel free to ask any questions, no matter how minor they may seem – everyone is ready to assist and collaborate to solve any issues. This positive atmosphere will allow you to focus on your growth and contributions, and as you benefit from this supportive culture.



**Name:** Deniz Arslan

**Position:** Assistant Site Engineer

**Placement:** Trainee Site Engineer between June 2023 and June 2024

**Currently Studying:** BSc (Hons) in Civil Engineering

**Describe Your Role:** At the start of my year at Winvic, I learned a lot by working on four different projects across various sectors. I observed highways works, contributed to a large infrastructure scheme, an industrial project, and a purpose-built student accommodation project. One of my tasks involved assessing completed work, conducting surveys, and using GPS equipment to capture the current state of installed works such as kerbs, ducting, and drainage. On another project, I surveyed existing earthwork levels by taking GPS readings every 15 metres across several large fields. I also conducted quality assurance checks against drawings and performed pre and post inspections of a concrete floor slab.



**Advice for people wanting to join Winvic?** Embrace the hands-on experience with a supportive team that genuinely cares about your development. It's a place where you can grow and learn more than you ever imagined.

Although our head office is in Northamptonshire, we work nationally – we therefore welcome applications for year in industry placements from people across the UK.

Watch our Year in Industry video here





## APPRENTICESHIP QUALIFICATIONS:

Here is a list of just some of the qualifications that can be obtained as a Winvic Apprentice:

- ▶ **Level 4 Apprenticeships:**
  - Civil Engineering Senior Technician
  - Site Supervisor
  - Construction Design and Build
  - Construction Quantity Surveying Technician
- ▶ **Degree Apprenticeships:**
  - Chartered Surveyor
  - Construction Management
  - Civil Engineering

Hear from our  
Apprentices



## APPRENTICESHIP OPPORTUNITIES

We understand that the traditional academic route to a construction career is not for everyone, so we support alternative learning approaches through apprenticeships. You may be about to leave college, are worried that university isn't right for you, or you have been employed and are considering a new career; whatever your circumstances, if you're passionate and ready to learn while you work as part of a talented team, a Winvic apprenticeship might be what you've been looking for. If you're over 18 and have a driving licence, why not email us at [hr@winvic.co.uk](mailto:hr@winvic.co.uk) as the first step towards your new career with Winvic.

**Our many apprenticeship opportunities could mean you join us as a Civil Engineering Senior Technician, Site Supervisor, Construction Design and Build Trainee, Construction Quantity Surveying Technician, Chartered Surveyor, Construction Management or Civil Engineering Trainee.**



**Name:** Liam Straw  
**Position:** Digital Engineering Trainee  
**Held Role Since:** September 2022  
**Currently Studying:** Level 4 Building Design Technician

**Describe Your Role:** I take floor plans and specifications and turn them in to scaled 3D models, so that clients and the whole site team can accurately see what the project looks like in any given week or when completed. I use Sketchup to build it then Lumion to add the correct material finishes and detail and render it to create a photo realistic image. Aesthetic changes can be identified more easily and earlier this way, for example, a client can decide if plug sockets look too high or if they should be silver or bronze. I have also been using Unreal Engine, which is essentially gaming software – I've created interactive virtual walkthroughs of apartments, where you can turn lights on and off and open and close doors. But also, I'm leading on a new project where we can use this software to approach site planning – where cabins, materials and plant are placed during every step of the programme – which is undertaken during the pre-construction phase.

**Advice for people wanting to join Winvic?** Be open minded about where your career might go and be prepared to learn anything and everything!

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**Name:** Jessica Beniston  
**Position:** Trainee Site Engineer  
**Held Role Since:** July 2023  
**Currently Studying:** Level 4 Site Supervisor

**Describe Your Role:** I go out on a morning site walk and document where subcontractors are working that day. One of my responsibilities is updating the on-site hazard board every day and I also upload documents, such as safety briefing information and copies of permits, to our operations system. Before I started, I didn't realise the extent and importance of documentation and I enjoy that side of my job just as much as being out on the site. It's about 50/50 and no day is ever the same. I have been learning, with the guidance of the engineers, how to check the rebar for the pre pour inspections and marking out gridlines. Going out on to the site has given me practical, hands-on knowledge. I have also been able to sit in on meetings with the client and the design team, headed up by the Project Manager, learning all the behind the scenes of the project.

**Advice for people wanting to join Winvic?** There are lots of challenges so watch, listen and ask questions. I like to work things out on my own and I was a bit nervous to ask questions at first, but I soon found out that it's the best way of learning. It's ok to ask for help - nobody's going to judge you for it. Uni life is for some people but if you're a practical learner, an apprenticeship will be for you.



**Name:** Suranne Murray  
**Position:** Trainee Site Supervisor  
**Held Role Since:** August 2022  
**Currently Studying:** Level 4 Site Supervision

**Describe Your Role:** Winvic has supported me to gain the knowledge, skills and behaviours required for my Apprenticeship and I've worked on three different projects, exposing me to many different packages across industrial and civils and infrastructure. I've also spent time with all the different departments and understanding everybody's roles has helped me do mine more effectively. I love being out on site every day where I look after a wide variety of things. I manage where materials are stored on site, create work permits, collect and review subcontractor daily briefings, deliver site inductions and undertake morning site walks, resolving any issues I find along the way. My responsibilities have increased as my confidence and skills have grown, and I was recently the main site management contact while my manager was on holiday. This helped me believe in myself even more because I proved that I have built excellent relationships with the whole team and I'm able to lead collaborative problem-solving discussions.

**Advice for people wanting to join Winvic?** I didn't have much confidence when I started, but I was sure I wanted a hands-on, on-site role where I could make an immediate difference. If you're proactive, positive and show your appetite for learning, Winvic will support you – I almost can't believe how much I've developed in two years! So much so that I received a highly commended recognition from CECA Midlands in the Most Promising Apprentice of the Year category.

## INSPIRING THE NEXT GENERATION

We are deeply passionate about raising awareness of opportunities within the construction industry - emphasising the diverse career and development prospects it offers for both women and men – as there is still a lack of awareness.

Our collaborative approach to building excellent relationships with schools, colleges, and industry bodies such as the CITB allow us to promote the sector as much as we can through various engagement initiatives, including career fairs/talks, student interview practice, mentoring, work experience and industry placements.

We believe that our grassroots initiatives through our social value commitments and inclusive work experience programmes are key to appealing to the next generation of talent from diverse backgrounds.

# I WORK EXPERIENCE PLACEMENTS

“ I chose a T-Level because it provides real-life work experience and balances out what is taught in class and the real world. In my work placement with Winvic, as a Trainee Site Engineer, I thoroughly enjoyed improving my construction knowledge, it has also made me realise that this is the career I want to pursue in the future. ”

Mohammed Sammad - T-Level Placement –  
Construction Design, Surveying, and Planning Student

We work with colleges to support industry placements as part of students' qualifications. Student's complete placements of up to 350 hours whilst studying for qualifications such as a T-Level or BTEC. This gives students a real insight into the world of construction whilst starting out their initial career journey.



“ Everyone at Winvic was extremely welcoming and I quickly felt part of the team. The way that I have seen a unit go from the very start to completion has given me a brilliant insight. I learned so much on my work experience placement, including how to set out different packages – from the sub-base to landscaping – and how to use all the different types of equipment. My role was to work with the other engineers and shadow them but when I was confident, I took on more tasks on my own. This helped me develop even quicker. The placement was invaluable in helping me to find out what I want to do with my career and the team helped me to take steps toward it. ”

Viktorii Grachova - T-Level Placement –  
Construction Design, Surveying, and Planning Student

# WOMEN IN CONSTRUCTION

Like most companies in our industry, we recognise that we must find better ways to reach and resonate with young women and make construction roles more appealing to them. Our sponsorship of events such as NTU's Women in Construction Award and our enthusiastic participation in national initiatives such as National Careers and Apprenticeships weeks are helping to break down stereotypes and widen the pool of young talent considering careers in the sector. We actively showcase the breadth of careers available and positive role models who are an inspiration across Winvic and advocate their lived experience and career journeys.

Each year in March, we celebrate Women in Construction Week and International Women's Day. We shine a spotlight on the invaluable contributions of women across our business through blogs and vlogs, talking passionately about what they love about their job and their thoughts about women in construction. Furthermore, we enter our employees for industry awards that celebrate the role models and organisations empowering women in construction and engineering. Over the past two years, five of our team members have been finalists in the Inspiring Women in Construction & Engineering Awards. In addition, we were nominated for two organisational awards - Next Generation Employer of the Year and Excellence in Outreach - where we proudly received a Highly Commended recognition. Hear from some of our females;

**Environmental Assistant Laila says:** "I'm so thankful Winvic saw my potential and that the business really cares about developing the next generation. In fact, I was lucky enough to play my part in that when we hosted a sixth form student who is interested in a career in environmental at the SEGRO Logistics Park Northampton site. I explained our Environmental



Women In Construction

Management Systems, including certain paperwork and best practice, and I took her on a site tour to show her what I assess during an environmental site visit. I'm proud to work for a company who really cares about protecting the environment and making positive contributions, as that's what I care about."

**Design Coordinator Zoe McArdle says:** "It's important that I utilise my knowledge and skills to be part of an educational cycle where I inspire the next generation, who will encourage the next. My passion guarantees more young women are being educated about STEM (Science, Technology, Engineering and Mathematics) and construction roles, career paths and potential salaries. Within my role at Winvic and the other organisations I'm involved in, I enjoy explaining the benefits of different education routes and qualifications, combating the outdated perception of 'being a builder' and highlighting the latest technologies like BIM, VR, AI and Robotics."

**97.4%**  
of females are proud to work for Winvic

**96.1%**  
of females at Winvic feel their manager truly cares about their wellbeing

**90.9%**  
of females would recommend Winvic as a place of work

Oliwia started working for us as a BIM Coordinator in 2020 and in 2023 she became one of our Digital Engineers. Outside of her day-to-day responsibilities she is a STEM Ambassador and helps to showcase the types of design, technical and digital roles that are available in construction. She enjoys attending events to talk to students about their career options and Winvic's appetite for innovation.

In recognition of her outstanding contributions, Oliwia was a finalist in the 'STEM Champion' award at the Inspiring Women in Engineering and Construction Awards 2024, highlighting her exceptional efforts in promoting STEM careers and inspiring future generations.



**Name:** Oliwia Karwatka

**Position:** Digital Engineer

**Held Role Since:** June 2023

**Studied:** BSc Architectural Technology

**Why construction?** This may not be the usual answer you get, but I fell in love with construction through playing The Sims and in many ways the CGIs that I create as part of my job could be right out of a computer game! But it was my art teacher who suggested architecture to me, and I did a BTEC in Construction before my degree. What I realised from doing work experience in architects' practices is that I would likely have to spend months on the same project, sat in an office; therefore, after university I applied for roles with construction companies, and I wanted to be more hands-on with a project coming to life.

**Describe your role:** I work with various digital platforms like CAD, Revit, Sketchup and Lumion to create CGI and render snapshots of project progress, which are utilised in client and team presentations, briefings and forward-planning. Looking at a Gantt chart to visualise what a project looks like in week 17 is really difficult; visuals make all the difference. I also create logistics plans for site teams, again visual outputs, which illustrate what's going on across the site at any given time. Basically, where deliveries of materials will be placed and where the live work packages are being undertaken.

**Advice for people wanting to join Winvic?** You need to be a motivated person and enjoy learning – the industry is always changing and Winvic are passionate about innovation. More generally, I'd advise people to get as much work experience as possible to really understand the different careers and routes available and where your passion lies.

“ I'd advise people to get as much work experience as possible to really understand the different careers. ”



# TRAINING AND DEVELOPMENT

As defined by The Royal Academy of Engineering, and endorsed by us, the most important resource that any innovative and forward-looking company has is the knowledge and skills possessed by its employees. That's why we are committed to training and personal career development in every area of the business and aim to have a minimum of 7.5% of our staff on training/development programmes. We have a company training and development policy for all of our staff, and every team member undertakes a bespoke programme that may incorporate guidance from in-house teams within our in-house state-of-the-art training space, external trainers or both. We continually invest in training and development to help our employees achieve their full potential, but if you join Winvic, you will also be trained to undertake your role safely with our 'Doing It Right' initiative, adhering to high standards, conscientiously, and with awareness of the latest developments in technology and sustainability.

**Our commitment to developing and nurturing our employees, fostering equality and diversity and respecting our people and the communities we work in is evidenced by the Investors in People (IIP) certification we have achieved year after year. With a thirst for knowledge, we can grow and succeed together.**





## Chartered memberships

We also support employees who want to become Chartered by the industry body that is relevant to their construction discipline. Having an internationally recognised accreditation will raise standards of construction management around the world, illustrate our professionalism and enhance the careers, and we hope passion, of our staff... maybe you.

**We work closely with the Chartered Institute of Building (CIOB), the Institution of Civil Engineers (ICE) and the Royal Institution of Chartered Surveyors (RICS), amongst other organisations, and offer accredited ICE and CIOB training schemes to our workforce.**

### Institution of Civil Engineers (ICE)

The ICE has several routes to Membership which Winvic can support you with. Firstly, our ICE Approved Training Scheme is tailored to graduates with an accredited Civil Engineering degree. This route is tailored to new graduates who will complete a period of Initial Professional Development (IPD) guided by a Supervising Civil Engineer (SCE) to gain all the required attributes of a professional engineer. Following completion and sign-off of the IPD, a Professional Review will be undertaken with the ICE to gain membership (MICE) at the relevant grade of Incorporated Engineer (IEng) or Chartered Engineer (CEng).

For those who start work at Winvic prior to completing their technical education we offer Engineering Technician and Degree Apprenticeships. These apprenticeships allow the apprentice to gain both the educational and experiential learning by attendance at a learning provider whilst continuing to work, under the guidance of a Delegated Engineer (DE). On satisfactory completion of the education and ICE attribute evidence an End Point Assessment will be carried out with the ICE in order to gain membership (MICE) at the relevant grade of Engineering Technician (EngTech) or Incorporated Engineer (IEng).

We can also support more experienced team members who have the relevant educational and experiential learning to complete their ICE Professional Review via. The Career Appraisal Route.

### Chartered Institute of Building (CIOB)

For those people joining us with a degree or equivalent qualification in a built environment subject, but with fewer than five years on-the-job experience, joining the CIOB Professional Development Programme (PDP) is a way for them to progress to

Chartered Membership via a structured and assessed route. Winvic fully supports each employee who chooses this route in assembling a portfolio of work, demonstrating that they meet the key competencies across 12 units, which include 'project planning' and 'managing health, safety and welfare in the workplace'. Typically, candidates complete the programme in a period of one to three years.

We also offer our more experienced employees the opportunity to undertake the CIOB Professional Review Programme, a condensed course designed for those who have gained a high level of skills and knowledge already during their career. This is a popular route and currently we have a number of team members working towards becoming Chartered.

### Royal Institution of Chartered Surveyors (RICS)

We also support our team members on their journey towards becoming a RICS Chartered Member (MRICS), which is evaluated through an Assessment of Professional Competence (APC), comprising a mix of technical and professional practice, interpersonal, business and management skills. This ensures that candidates are competent and meet the high standards of professionalism required to become a chartered surveyor. Any individuals on our chartered surveyor apprenticeship pathway will undertake their Chartership.



# AREAS OF FOCUS

## Building a Sustainable Future

We want to raise the bar for delivering sustainable buildings and infrastructure for our clients, whilst also leaving a lasting positive, social, environmental, and economic legacy.

Our Sustainability Strategy comprises four pillars – People, Innovation, Planet and Community – which are underpinned by six goal areas. These inform a roadmap for us to work towards our sustainability goals which support the Global Sustainable Development Goals (SDGs). We started measuring our operational Greenhouse Emissions in 2013 and achieved Achilles Carbon Reduce Certification in line with ISO 14064 in 2022. This globally recognised, third-party verified certification is aligned with industry best practice.

- Our expertise, technologies and forward thinking approach to construction supports our clients' Environmental, Social, Governance (ESG) commitments
- We are working on multiple Net Zero projects in construction and operation
- Our Sustainable Procurement Framework is assisting to source materials more sustainably, ethically and, where possible, locally
- Our Green Supply Chain forum allows us to collaboratively create innovative and sustainable product solutions in order to deliver quality, low carbon and Net Zero assets

We are creating a sustainable future.  
Watch our sustainability explainer video here.



## Social and Ethical Responsibility

A socially responsible ethos has been part of the Winvic Way since day one and we collaborate with our clients to leave a positive legacy in the communities where we work. Our Sustainability Strategy's Community Pillar focuses on enhancing community economic, social, environmental, and cultural wellbeing. We provide employment and training opportunities, on-site placements for students, and educate the next generation about construction careers and environmental impacts. Our Employee Volunteering Policy enables employees to volunteer their time and talents for a day to a recognised charity or not-for-profit organisations and still be paid to make a positive difference in their local communities. We have also been making a real difference to people's lives by supporting Voluntary Community and Social Enterprises (VCSEs) and profit for purpose businesses in our supply chain, ensuring our spending creates broader positive impacts. As a Partner of the Considerate Constructors Scheme (CCS), we adhere to its code of practice, considering the needs of the workforce, public, and environment. Our industry-leading CCS scores and awards demonstrate our commitment to keeping communities informed and respecting their needs throughout every project.

**Sustainability Pillars**

- PEOPLE** Happy, Safe, Healthy and Inclusive
- INNOVATION**
- PLANET** Protecting The Planet
- COMMUNITY** Economic, Social, Environmental and Cultural Wellbeing

**winvic**  
DOING IT RIGHT.  
FOR A SUSTAINABLE FUTURE

**653 hrs**  
of community  
initiatives delivered

**546 hrs**  
of school  
engagement activities

## Investing in the Future

We've proudly offered Building Information Modelling (BIM) Level 2 to clients for many years. Our approach to digital design benefits our clients and team in numerous ways; schemes, solutions and programme planning comes to life in 3D with Virtual Reality (VR), clashes are detected and addressed rapidly, design changes can be applied and approved in hours, designs can be accessed on-site and post-handover interactive design manuals are hosted in the cloud. We are also driven by finding innovative solutions – including new, sustainable materials, more effective delivery methods and AI-enabled equipment. We support our team to be experts in the very latest digital technologies, are committed to undertaking research projects and advocate partnership working so we can lead the way in technology development. Just a few examples of these include:

**Skyline Cockpit** – pioneering technology that operates tower cranes from a ground control system.

**HP Site Print** – a robotic printer that prints life sized drawings on concrete floor slabs.

**GAMMA AR** – uses Augmented Reality to overlay 3D Building Information Models (BIM) on site.

**Conversational AI** – a voice-controlled 3D headset to view designs on site.

**AIVR Lookout** – AI-ready on-site cameras which alert managers to hazards.

**ASPEC** – calculates a project's embodied carbon output in minutes from a Revit model.

## Health and Safety

At the heart of Winvic's approach to people is ensuring the business is a happy, safe, healthy place to work and our aim is to cultivate a diverse, respectful and inclusive workforce. We put emphasis on training and development to empower people to reach their full potential and we promote mental health and wellbeing initiatives. Our Doing It Right cultural change programme has improved behavioural safety across the board and we've reduced Accident Frequency Rates; our team are especially engaged through our VR Health and Safety Training and through our app where safe and unsafe behaviours can be reported.



## Awards

Some of our highlights...

**Green Apple Award Winners and Green World Environmental Ambassadors**

**6** Considerate Constructors Scheme Leading Lights Awards 2023

**CECA Social Value of the Year Award 2023**  
Peddimore

**Most Innovative Contractor**  
(commended) 2023

**Best Build to Rent Award (South) 2023**  
The Almere

**9** Considerate Constructors Scheme National Site Awards 2024

**12** RoSPA Gold Awards

**Apartment Development of the Year 2023**  
Corkfield Edgbaston

**ICE East Midlands Medium Project Award (commended)**  
A16 Marsh Lane Roundabout



Discover more about our Accreditations & Awards here!





# I SECTORS WE WORK IN

Although we continue to be widely regarded as a top industrial 'shed specialist', our offering has diversified; we have extensive experience across a number of sectors, supporting a range of end users' needs. We offer civils, infrastructure, construction works and fit-outs as standalone options, or as part of a full turnkey solution.

**Our best-practice knowledge, practical involvement and passion for innovation give us a rare appreciation of each sector's drivers, requirements and commercial challenges.**

Check out our live projects



INDUSTRIAL  
& MEGA-SHEDS



MULTI-ROOM



CIVILS &  
INFRASTRUCTURE



FIT OUT

# WHO WE WORK WITH

Winvic is proud to work with a large number of clients who develop in different sectors, including industrial, distribution and logistics, build-to-rent (BTR) housing and student accommodation and civils and infrastructure. Through robust working relationships, an assortment of projects have come to fruition for local, national and global end-users, which are enduring assets to their businesses. We also work time and again with well-regarded consultant practices and subcontractors who share our ethos and offer innovative solutions.

## Clients



## End Users



## Funds



## Industrial & Mega sheds

With 100 million sq ft of industrial space constructed, we are recognised as the leading experts in designing and building industrial buildings and ‘mega sheds’.



### Maersk, Plot 5, SEGRO Logistics Park East Midlands Gateway

**Client:** SEGRO

**End User:** Maersk

**Project Type:** Industrial Storage and Distribution Warehouse

**Area:** 600,000 sq ft

**Programme:** 48 Weeks

**Completion:** June 2023

The project is the twelfth that Winvic has delivered at the 700-acre logistics park and Strategic Rail Freight Interchange (SRFI)

- It is certified Net Zero in construction, was designed with BIM Level 2 and achieved BREEAM Excellent and EPC A+ ratings
- Full roof mounted PV array and extensive use of recycled construction materials
- Provisions made for the operation of a fully electric fleet of HGV vehicles in the future
- The steel frame was erected in just 10 weeks and early access was provided to 50% of the development six weeks before completion to facilitate the fit out – which Winvic delivered as a direct contract for end-user Maersk
- A 39 per cent reduction in Whole Life Carbon against the RIBA Stage 4 Life Cycle Assessment was made for the construction of the building



### Indurent Park Derby, Phases 1, 2 & 3

**Client:** Indurent (formerly St Modwen Logistics)

**Project Type:** Industrial Storage, Distribution and Motor Manufacturing

**Area:** 650,000 sq ft

**Programme:** 111 weeks

**Completed:** June 2024

Indurent Park Derby is a 50-acre, high profile business park adjacent to Pride Park stadium and Derby Velodrome, developed in partnership with Network Rail.

- Provides high quality logistics and production space for international businesses including Rolls Royce, KIA, Getinge and Vaillant
- Phases 1 and 2 involved the design and construction of four industrial units totalling 278,571 sq ft of warehouse space and Phase 3 expanded the project with five high-spec sustainable industrial units totalling 347,000 sq ft
- Mechanical and electrical works featured photovoltaic roof panels, rainwater harvesting, LED lighting, energy monitoring systems, air conditioning, and ventilation, with EV charging systems
- All phases featured sustainable practices, achieving BREEAM ‘Excellent’ ratings and ‘A’ EPC ratings

## Fit Out

The fit out projects that we deliver are either part of a turnkey design and build contract or we are engaged to procure, commission and install high specification solutions for an existing building.



### Jaguar Land Rover, Mercia Park

**Client:** Jaguar Land Rover

**Area:** 2 units of 1 million sq ft

**End User:** Jaguar Land Rover

**Programme:** 64 weeks

**Project Type:** Distribution Warehouse fit out

**Completion:** July 2023

- Designed and constructed by Winvic, this fit out project transformed two BREEAM Excellent warehouse shells into a EPC A-rated storage and distribution facilities as part of a new global parts logistics centre
- Mezzanine floors were installed to create two storeys within the units as well as 20 additional dock and level access doors, 96,000m<sup>2</sup> of 16-metre-high racking, sprinkler systems, and new mechanical and electrical services
- Alterations to the 53,819 sq ft of existing office spaces including two canteen areas, multiple meeting rooms and key cutting workshops, with specific acoustic and architectural constraints
- We also delivered the ongoing vertical build, shared site infrastructure areas, and S278 access works simultaneously – it was crucial for all programmes to remain on schedule for fit out to be completed



### The Range, Gateway 14 Stowmarket

**Client:** The Range

**Area:** 1.2 million sq ft

**End User:** The Range

**Programme:** 40 weeks

**Project Type:** Distribution Warehouse fit out

**Completion:** October 2024 (Targeted)

- After constructing the 1.2 million sq ft cross docked, single storey warehouse, Winvic was appointed to deliver fit out works to meet The Range's specification
- This includes conducting strip-out, alterations and demolition works to accommodate the office design
- Winvic installed new mechanical, electrical, and plumbing engineering works, along with a new IT, data, and security system. New lighting schemes were added throughout office areas, including the kitchen, gym and changing rooms
- In the warehouse, high-level mechanical, electrical, and sprinkler systems were installed. Two new mezzanine floors were constructed and extensive racking systems added to create ample storage space for goods

## Multi-room

We have successfully delivered over 10,000 multi-room beds to date and continue to work on a variety of build-to-rent and purpose built student accommodation projects in this sector.



### Crown Place, Birmingham

**Client:** Crown Student Living

**Programme:** 153 weeks

**Project Type:** Student Accommodation

**Completion:** December 2025 (Targeted)

**No of Bedrooms:** 814 student bedrooms

Winvic's tallest building to date reaching 33 storeys with 9 and 12 storey 'shoulder' blocks to the sides. Amenity spaces for the students included kitchens, study rooms, dining rooms and lounge areas, as well as a gym, games lounge and a cinema

- This project saw Winvic become the first contractor to use Skyline Cockpit – a pioneering technology that operates tower cranes from a ground control system to enhance overall efficiency whilst improving the wellbeing of the operator
- Other innovative technology includes HP Site Print - a state-of-the-art robotic printer that prints life sized drawings on to a building's concrete floor slabs and GAMMA AR – an application that uses Augmented Reality to overlay 3D Building Information Models (BIM) on site
- The project supported seven T-Level students, two have been offered apprenticeship opportunities, and provided placements two Year in Industry Students



### Hotel La Tour, Milton Keynes

**Client:** Hotel La Tour

**Programme:** 115 weeks

**Project Type:** Four-star luxury hotel

**Completion:** Spring 2022

**No of Bedrooms:** 261

A turnkey contract for a 261-bedroom, 15-storey, 50-metre-high concrete and steel framed with a split-tower form, designed using BIM and employing off-site fabricated bathroom pods and case-goods

- A fourteenth-floor sky bar and restaurant and a top floor, offering a 43-metre high public access space
- High specification design elements included stainless steel mirror finish rainscreen cladding, comprising a 30-metre diameter satin finish circle, an LED façade installation, extensive structural glazing and a panoramic glazed lift
- Winvic's contract included fit-out of high-quality furniture to all bedrooms and other facilities
- This project stood out for its sustainable features becoming the first building to meet the 'Exceptional Developments' policy in the Central Milton Keynes Alliance Plan (CMKAP)



## Civils and Infrastructure

We deliver site-wide infrastructure works including Strategic Rail Freight Interchanges (SRFIs) – and bridging and tunnel structures. Our team also has extensive experience of complex highways projects, including bypass creation, roundabout construction and reconfiguring motorway junctions.



### SEGRO Logistics Park Northampton

**Client:** SEGRO PLC

**Area:** 450 acres

**Project Type:** Sitewide infrastructure works, Highways, Bridges and Rail Freight Terminal

**Programme:** Sequenced

**Completion:** December 2025 (targeted)

A Nationally Significant Infrastructure Project (NSIP) to create a Strategic Rail Freight Interchange (SRFI) and up to 5 million sq ft of sustainable industrial facilities.

- Includes a new bridge over the West Coast Mainline, a 2.5km bypass and improvement works to M1 J15, J15a and the A508
- 4.8 million cubic metres materials balanced
- 4.5km rail track laid, 775 metre rail sidings and a 377,000 sq ft reinforced concrete slab
- Construction of a 170-metre-long tunnel to shield the trains from view as they enter and exit the interchange and a 70 degree, 2.6-kilometer mechanically stabilised earth wall bund that is 15 metres high in some places
- 1,108,430 recycled milk bottles used in the manufacture of the site's drainage system
- The works are being delivered in partnership with National Highways, Network Rail and local authorities, whilst working collaboratively with and adjacent to Smart Motorways project



### SEGRO Logistics Park East Midlands Gateway Rail Terminal Phase 1 & 2

**Client:** SEGRO PLC

**Programme:** 80 weeks combined

**Project Type:** Rail Freight Terminal

**Completion:** July 2023

**Area:** 50 Acres

A Nationally Significant Infrastructure Project (NSIP) to transform a 700-acre site into an inland port with 6 million sq ft of development plots for industrial facilities and a 50-acre Strategic Rail Freight Interchange (SRFI).

- An intermodal rail freight terminal operating 24/7 connecting directly to the Castle Donnington freight line, providing direct access to major UK ports.
- Phase 1 created a five track, 800m siding capable of handling 16,775m long freight trains per day and a terminal slab from a specially engineered reinforced concrete mix which provides storage for over 5,000 TEU which is equal to approximately 45,000 pallets of cargo
- Phase 2 involved two major concrete extension works, totalling 13,000m<sup>3</sup> of reinforced concrete and the construction of 1700m<sup>2</sup> of retaining wall structures. Two additional railway tracks, container storage and lorry parking hard standings were added to enhance operational capacity and seamless logistics, and a permanent rail line crossing was installed to streamline rail operations

## Frameworks

We deliver long-term, public sector contracts – called Frameworks – to construct new infrastructure assets, undertake improvement works and action repairs



### National Highways Scheme Delivery Framework (SDF)

**Client:** National Highways (NH)

**Areas:** North east, north west,  
south east, east

**Project Type:** Highways Framework

One of 50 contractors on the Framework to deliver £3.6 billion of road renewal works on England's motorways and trunk roads until 2027

- Structural services and concrete repair works, and waterproofing and expansion joints works to structures across the north east, north west, south east and east – maintaining over 150 National Highways assets
- Schemes require close liaison with NH, local authorities, Network Rail and local stakeholders to minimise disruption and closures
- Projects include the M62 Ouse Bridge emergency joint repairs. A temporary solution comprising bridging plates was designed and installed before permanent repairs
- Similar joint replacement work and waterproofing was undertaken at Cheriton Interchange West on the M20, and Stanford Interchange Expansion on the M62. Concrete and steel repairs undertaken at M27 Portsmouth and Portsbridge, and the refurbishment of bridge bearings on the M3 Hook Interchange
- Current schemes include waterproofing to M6 J16 (Crewe) to J17 (Sandbach), M60 Audenshaw and Bisham Brooke Culvert



### Lincolnshire County Council Highways Framework

**Client:** Lincolnshire County Council

**Areas:** Lincolnshire

**Project Type:** Highways framework

Winvic is involved in the creation of new infrastructure assets and infrastructure improvements until 2027: roundabouts and bridges, major highways widening and dualing, drainage, street lighting and service installations and diversions

- Projects include widening the A16 Boston Marsh Lane roundabout from a 21.5m to a 27m diameter, expanding 3,070m<sup>2</sup> of carriageway to two lanes, and adding new pavements and a cycle lane, creating a three-quarter mile active travel route.
- A resurfacing and signal improvement scheme at Newland, Lincoln saw Winvic improve drainage, footways, kerbs, surfacing, traffic signals and road markings. Junction works included the replacement and upgrade of existing signal equipment, carriageway surfacing and construction of new traffic islands and footways replacements
- Similarly a five-month reconstruction exercise to fully rebuild Dysart Road in Grantham is underway including the junctions of adjoining side roads. Covering 2km to just beyond the east end of the A1 bridge, works include resurfacing and redevelopment of the existing carriageway and pathways, drainage, kerbing and channel repairs and carriageway markings


# IT'S NOT ALL WORK

The camaraderie that comes with being a part of the Winvic family is one aspect that all our employees enjoy, and we help to facilitate strong working relationships and long-lasting friendships by hosting a number of events each year.

For further information on Winvic and our current vacancies, please visit [www.winvic.co.uk](http://www.winvic.co.uk), and watch the progress of some of our current projects on [www.winvic.co.uk/live](http://www.winvic.co.uk/live).

To discuss your future placement or career with us here at Winvic, email our HR Department [hr@winvic.co.uk](mailto:hr@winvic.co.uk)

We are Winvic. Watch here!



## CONTACT US

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