

Kier launches major recruitment drive for more than 1,200 people

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Construction and infrastructure provider Kier has launched a recruitment drive with more than 1,200 jobs available across the group.

The jobs will support rail projects, new schools, hospitals, and roads in communities right across the UK. The recruitment drive will also help Kier to achieve its ambitions to bring a new generation of talent into the construction industry.

The group has jobs available across the UK, from the Midlands, north west and south west of England as well as Scotland and Wales and, due to the extensive training programmes the company offers, previous experience within the sector is not essential for a number of the positions available.

Helen Redfern, group HR director at Kier, said: "Here at Kier, we have a strong pipeline of work, delivering some of the largest infrastructure projects in the UK and we are also playing a critical role in transforming the construction industry. It's an exciting time to join and through this large-scale recruitment drive we hope to attract a new and diverse range of talent."

"I am committed to breaking down barriers within the construction industry to ensure we are offering opportunities to people from all locations, backgrounds and sectors to bring in new skills, an inclusive approach and diversity of thought as we spearhead change to deliver our projects faster, safer and greener than ever before.

"I am extremely proud of the progressive approach we adopt at Kier. From career development plans to the policies we have in place and the wellbeing support we provide, we are doing all that we can to help our people thrive."

With sustainability, data, and new technologies spearheading the revolution taking place within the construction industry, roles on offer are more varied than ever before. From technology engineers, to sustainability co-ordinators, general operatives, business analysts and team leaders, as well as positions in finance, IT and human resources.

Naaki Mensah, civil engineer at Kier Group, said: "My friends and I left university and we all went into construction. During the lockdown, a lot of them have gained employment as opposed to losing jobs, it's been interesting and almost the opposite from a lot of industries as construction stayed open and there are always work opportunities on site."

Kier is seeking diverse new talent with skills and experience from a range of locations, sectors and backgrounds and is breaking down barriers to entry by offering various entry points, including graduate, apprenticeship and Kickstart opportunities. The Group also has programmes such as *Making Ground*, which supports ex-offenders to find meaningful and sustainable employment.

The organisation has also introduced a range of industry-leading policies to support its people, including extending its maternity, paternity and shared parental leave, as well as providing paid leave to anyone who experiences pregnancy loss and new measures to support those going through the menopause. The group also offers all of its employees the ability to have two days paid leave each year to carry out volunteering activities in their local communities.

Kier is accredited by the Living Wage Foundation and has actively embraced agile working, offering it wherever possible, including on a number of its construction sites following a successful pilot with the social consultancy, TimeWise. As a strategic supplier to the UK government, Kier is also supporting wider efforts to encourage a skills revolution across the country as it emerges from the Covid-19 pandemic.

Lauren Cooper, apprentice civil engineer at Kier Highways, said: "Doing an apprenticeship has created a brilliant opportunity to start my career in civil engineering. I'm really enjoying the hands-on experience in the industry and getting involved with so many diverse projects, with the support of experienced people."

Kier currently employs more than 11,000 people across the UK and has one of the highest Glassdoor ratings of any construction company, with employee reviews scoring the Group highly on work/life balance, diversity and inclusion and benefits. Last year, Kier was re-awarded ERS Gold in recognition of its ongoing commitment to the Armed Forces community and it re-signed the Armed Forces Covenant.

The company was also named a top 100 employer by RateMyApprenticeships as well as one of the top 100

apprentice employers in the government's Top 100 Apprenticeship Employers list. Its Highways business is a Disability Confident Leader and was recently re-awarded Leaders in Diversity.

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