

More Great People Needed



JOIN OUR FAMILY



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Join our family

Our people are the beating heart of our family business, and we are always looking for more great people to join our family!

Whether you are fresh from education, returning to work after a career break, or perhaps already working in our industry; we will support your career journey every step of the way. From our apprenticeship schemes to our bespoke Great Leaders Programme which develops our leaders of the future, we can put you on the right learning pathway to not only ensure you have the skills required to do your job but to also arm you with the training needed to help you fulfil your career aspirations.

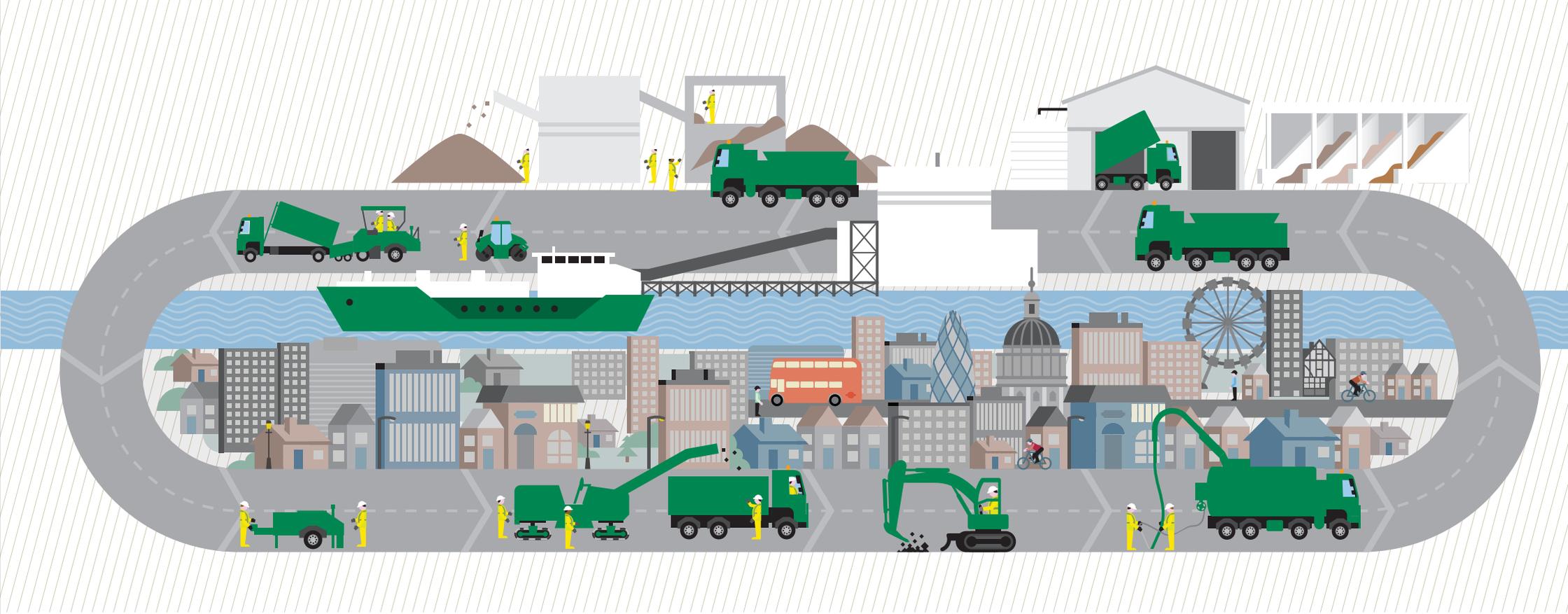
We have career opportunities across our business; there is a role for everyone, and everyone is welcome. Could you be our next apprentice working with high profile clients such as Transport for London, National Highways or Westminster City Council? Or are you our next Laboratory Technician located at our Technology Centre working on the latest sustainable asphalt product? Opportunities at FM Conway are endless and we commit to providing you an industry leading package and ensuring that you have the necessary skills today and in the future.

Supporting society

FM Conway is a leading family-run infrastructure services business, delivering vital services in transportation, the built environment and public realm.

For over 60 years, we have helped local authorities, network operators and the private sector maintain the essential infrastructure required to keep our country moving.

Whether working on small maintenance schemes, major frameworks or large complex projects, our vision is to bring clear thinking, innovation, and efficiency to help meet the exacting needs of our clients.



Our unique circular economy

We think creatively about using and re-using material from our projects and we've developed industry-leading facilities to match our ambitions. Our ability to recycle highways arisings, gully waste and aggregates enables us to demonstrate to clients the environmental and financial benefits of the circular economy and ensures we are unique in our field.

Our Net Zero Strategy sets out our roadmap for reducing carbon and achieving net zero by 2045. With a history steeped in sustainable construction, we are committed to achieving net zero by 2045 and have set out our roadmap for this journey in our Net Zero Strategy.

*We have been shortlisted
in the 2021 Better Society
Awards for the Supportive
Employer Award and Inclusive
Employer Award*



*We were named 'Employer
of the Year' at the English
Veterans Awards 2021 for
continued excellent work with
the veteran community*





All great people

As a family-owned business, we are proud of our family ethos and place great emphasis on the safety, health and wellbeing of our people, the opportunity for development and progression, and the provision of a workplace that is friendly and values the contribution of everyone. [‘All Great People’](#) is our Equality, Diversity and Inclusion (EDI) Strategy that outlines our commitment to ensure that EDI is at the very core of our business.

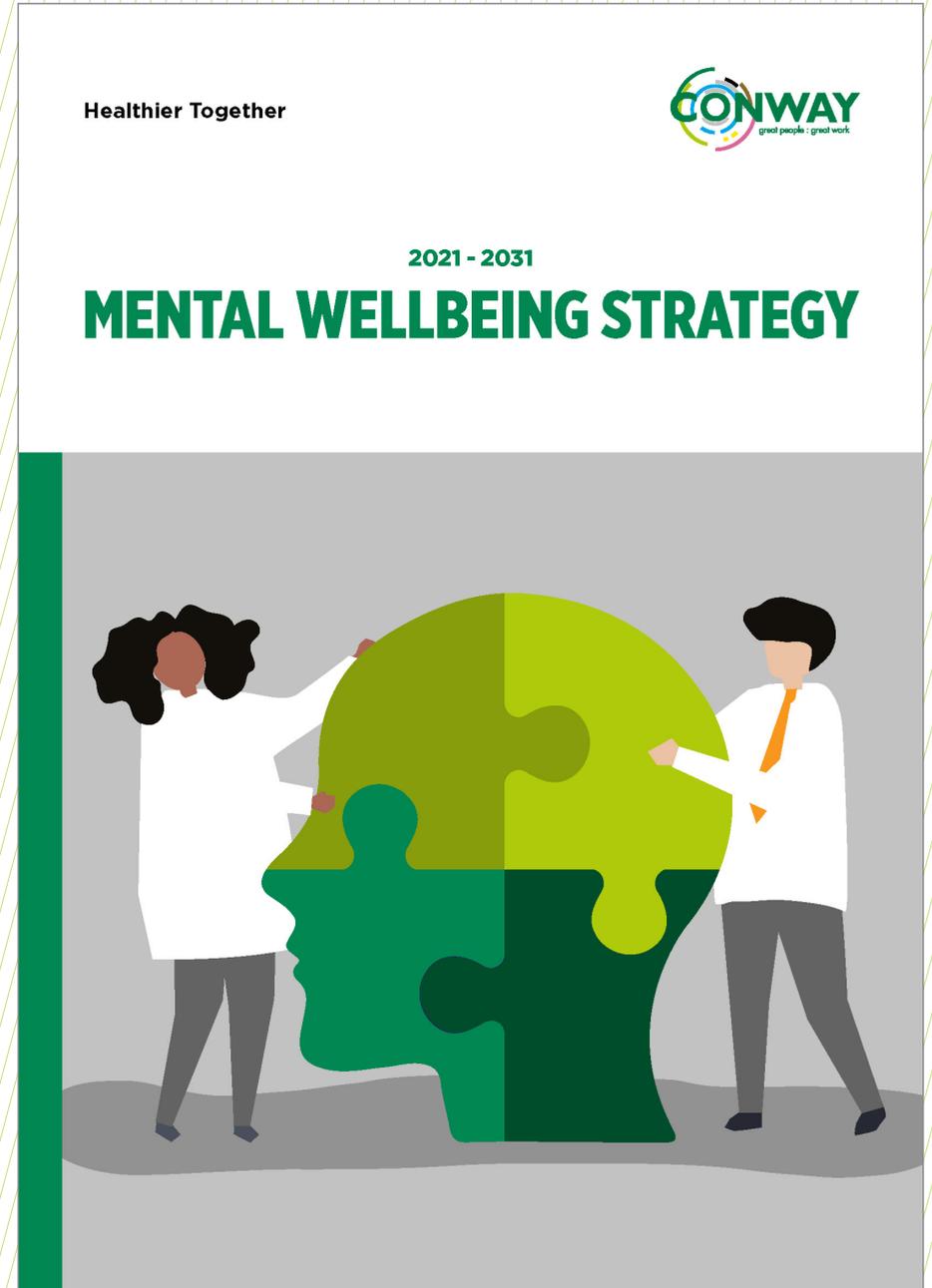
Our regular EDI forums are open to all people across our business and are safe spaces of discussion for those who are committed to raising awareness and driving positive change. We recognise that it is essential that we create an inclusive environment that affords our people the space and confidence to develop to their full potential.

*We have
representatives
from 45 different
nationalities working
in our business*

Healthier together

Our people are our greatest asset and we are committed to raising awareness of good mental wellbeing for all. Through our Mental Wellbeing Strategy '[Healthier Together](#)', we are confident that our business will continue to provide support, services and employment to both our own people and the communities that we live and work within for years to come.

With over 100 mental health first aiders in our business on hand to support colleagues, as well as offering an Employee Assistance Programme, we ensure our people are afforded the opportunity of working in a culture where mental wellbeing is valued, and where people can go home safe and well every day.



Phone Discounts
You, a family member or friend can enjoy exclusive savings on a range of pay monthly plans with Vodafone. Enjoy savings of up to 15% on pay monthly phone, iPad, tablet and SIM only plans.

Car Leasing Discounts
We've partnered with SG Fleet who can provide you with competitive deals across a wide range of vehicles. Using their instant personalised quotations you can compare the costs of multiple vehicles and see your potential saving.

Employee Health, Wellbeing and Finance
Includes a free 24/7 GP help line, free eye tests and discounts with Optical Express, virtual gym classes through Fitness Blender, credit score service, Smarterly ISAs and advice from the Money Advice Service.



REWARDING GREAT PEOPLE

It is our great people who are the beating heart of our business, and we recognise that a great work-life balance really matters. Our family ethos and core values of Care, Integrity, Excellence and Innovation, underpin our approach.

Rewarding Great People is our approach to enhancing the working experience of all our employees. We offer a wide range of benefits designed to provide you with support, information, and discounts at a wide range of high street retailers, and experiences that you can enjoy and share with family and friends.

As a family business we ensure that everyone's voice is heard and encourage regular two-way dialogue to make sure we are aware of what matters to our people and act to continually improve everyone's working experience.

We recognise and celebrate the great people delivering great work in our business through regular communication and activities and are delighted and extremely proud that many go on to receive additional recognition from external awarding bodies.

Great people delivering great work



Alex Viner – 2021 CECA Southern Most Promising Apprentice

Alex, who has Aspergers Syndrome, is a Disability Confident Ambassador who originally joined our business on an unpaid work placement. With a keen desire to learn and apply his outstanding mathematical skills, he is now one of our award-winning employees.



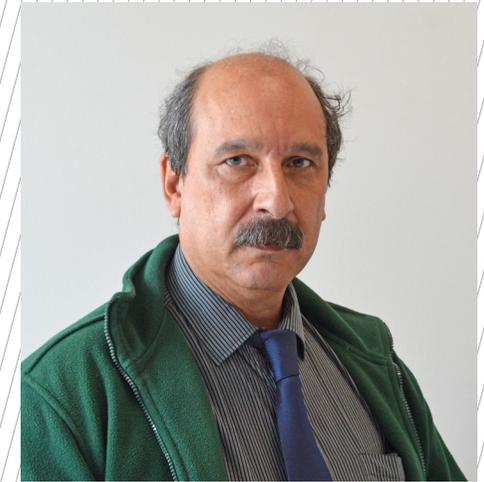
Naim Suleiman – 2021 CECA Southern New Entrant Trainee Civil Engineer

Naim joined FM Conway as an apprentice and has gone on to achieve outstanding results in his studies. He continues to impress with his positive attitude and work ethic and his proactive approach is what distinguishes him from his colleagues.



Vickie Bathe – CIHT Apprentice of the Year

Vickie is an apprentice civil engineer working in our Structures division who has been crowned the 2020 CIHT Apprentice of the Year. Joining the business as an apprentice, Vickie recognises that being an apprentice in the construction industry provides young people starting their career with a head start through the ability to apply academic problems to on site activities.



Dave Conway – Kevin Storey Award for Outstanding Commitment to Road Safety

Dave was awarded this accolade at the UK Fleet Champions Awards 2021 for his continual commitment to road safety. Dave has been praised for his proactive and forward-thinking initiatives that continue to transform our industry.

More Great People Needed



JOIN OUR FAMILY



CARE

As a family business we act with care and compassion



EXCELLENCE

Great people delivering great work, always



INTEGRITY

A business committed to doing the right thing



INNOVATION

Our passion is to always find a better way

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