

THE  
PLANNER

WE AIM FOR  
GREATNESS

SUMMER 2020

# THE PLANNER

# THE

# LAST QUARTER

Since my last quarterly review things obviously with the lockdown ground to a crashing halt. I would have said that I was a 8-9 out of 10 busy prior to lockdown, with no new jobs registered in early April, until 24th April, and then things started to move again. May was slow and then in June things have steadily improved in terms of jobs registered, companies starting to get back to normal, but it's far from back to normal. I registered 41 jobs from Jan to March 2020, but to date April to June 16th 2020 13 jobs registered. So it is much quieter than normal as you'd expect, that coupled with so many more Planners looking for work, either due to being let go, made redundant, or on furlough and unhappy with this, it will feel very quiet for job seekers for months to come yet.

At the time of writing we are starting to see more companies get back to work, but it's still slower than pre-lockdown of course, however there are jobs available (<https://bit.ly/2LM4yZr>), there are companies hiring and growing. I believe good times are ahead, but it will be rocky for many months ahead and Planners seeking employment will need to seriously consider being more flexible than they normally would with pay expectations or geographical locations they will work.

I continue to work hard, work a full day, every day to maximise the opportunities to help employers and Planners.

Certain sectors are still busy, like those working in technology, as our thirst for data is insatiable, so if you have experience building data centres, semi-conductor, life science or pharmaceutical buildings I'd love to hear from you. Another area that has been relatively stable during the Covid-19 pandemic are those companies working on major capital projects supported by the government, like HS2, Crossrail, Hinkley Point C. I'm keen to speak with experienced highways Planners or Planners with experience of utility diversions and enabling works or heavy civils projects.

Demand for Planners is predominantly for permanent staff, and I do not see this changing any time soon. With the proposed IR35 changes for the private sector on hold until April 2021 it will be interesting to see if employers relax their view point, or continue sticking to their permanent staff only desire.

My thoughts are with you. #staysafe  
#remainpositive

# THE PLANNER

# JOB OPPORTUNITIES

SOME OF THE KEY INFRASTRUCTURE JOBS THAT I AM WORKING ON AT PRESENT. THIS CHANGES BY THE HOUR/ DAY...

## **Infrastructure Jobs**

Please note job openings change daily as jobs as are filled and new jobs secured. It is always best to call me if you want an up to date on live jobs .

### **Senior Planner (Bedford)**

Experienced highways or Rail sector Planner sought, with ten plus years planning experience working on a variety of highways &/ or civil engineering projects. You must be able to put together a program plan from tender stage, 1st principles through to project completion, using Primavera P6. Several years working on large scale highways or rail projects. Ideally £100m+ project values. Understanding and experience of working to Highways England or Network rail planning procedures is desirable. You will need to have been a Engineer prior to becoming a Planner. Paying circa £60-70k, plus a very good benefits package.

**Job reference: #205**

### **Senior Planner (Northampton)**

Experienced highways sector Planner sought, with ten plus years planning experience working on a variety of highways & civil engineering projects. You must be able to put together a program plan from tender stage, 1st principles through to project completion, using Primavera P6. Several years working on large scale highways projects. Ideally £100m+ project values. Understanding and experience of working to Highways England planning procedures is desirable. Experience of Tilos would also be highly desirable. Paying circa £80k, plus a very good benefits package.

**Job reference: #206**

### **Senior Planner (Bristol/ Somerset)**

Experienced highways sector Planner sought, with ten plus years planning experience working on a variety of highways & civil engineering projects. You must be able to put together a program plan from tender stage, 1st principles through to project completion, using Primavera P6. Several years working on large scale highways projects. Ideally £100m+ project values. Experience of Tilos would also be highly desirable. Paying circa £80k, plus a very good benefits package.

**Job reference: #207**

### **UK Head of Planning (Birmingham or Manchester)**

Experienced highways sector Planner sought, with ten plus years planning experience working on a variety of highways & civil engineering projects. This is a business level position, so experience of working at this level is important. The ability and experience of working on several planning programs as once. Experience of managing and developing planners. Excellent IT skills and relevant knowledge of Planning software including, Primavera P6 & Tilos. Understanding and experience of working to Highways England planning procedures is desirable. Paying circa £80-100k (negotiable), plus a very good benefits package.

**Job reference: #208**

More Construction Planning jobs can be viewed [here](#)

# THE PLANNER

# JOB OPPORTUNITIES

SOME OF THE KEY INFRASTRUCTURE JOBS THAT I AM WORKING ON AT PRESENT. THIS CHANGES BY THE HOUR/ DAY...

## Infrastructure Jobs

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### Senior Planner (Central Manchester)

Experienced Planner sought to work on rail and civil engineering projects. You'll have strong Primavera P6 experience. You'll be able to manage a program from 1st principles to project completion. You'll have delivered projects within a rail or civils. Must be a collaborative worker, a team player. Great career prospects. A busy and growing company. Paying circa £55-70k (negotiable), plus a very good benefits package (including £5k car allowance).

**Job reference: #211**

### Planning Manager (Central Manchester)

Experienced Lead Planner/ Planning Manager sought to work on rail and civil engineering projects. You'll have strong Primavera P6 experience. You'll be able to manage a program from 1st principles to project completion. You'll have delivered large-scale multi-disciplined rail projects (£200m+), and managed multiple planners. Must be a collaborative worker, a team player. Great career prospects. A busy and growing company. Paying circa £80-90k (negotiable), plus a very good benefits package (including £5k car allowance).

**Job reference: #212**

### Senior Planner (Birmingham)

Experienced Planner sought, with several years planning experience working on a variety of large civil engineering projects. You must be able to put together a program plan from tender stage, 1st principles through to project completion, using Primavera P6. Experience working on civil, structural and temporary works essential. Paying circa £70-80k, plus a good benefits package.

**Job reference: #222**

### Assist Planner/ Planner (Taunton, Somerset)

This is a great job opportunity to join a young, vibrant and fast growing company. You'll be an experienced infrastructure sector Planner with at least a few years planning experience working on a variety of large-scale civil engineering projects, ideally linear civils projects experience (either rail, highways, utilities or civils projects. Experience on groundworks, earthworks, enabling works or telecoms projects highly desirable. Proficient with Primavera P6.

Paying circa £30-60k, plus a great benefits package.

**Job reference: #226**

More Construction Planning jobs can be viewed [here](#)

# THE PLANNER

# JOB OPPORTUNITIES

SOME OF THE KEY CONSTRUCTION JOBS THAT I AM WORKING ON AT PRESENT. THIS CHANGES BY THE HOUR/ DAY...

## **Construction Sector Jobs**

Please note job openings change daily as jobs as are filled and new jobs secured. It is always best to call me if you want an up to date on live jobs .

### **Senior Planner (near Milton Keynes. Site travel weekly, UK wide)**

Site planning experience of either high rise commercial, high rise residential, student accommodation, or industrial buildings (distribution centres, warehouses, large sheds, etc.) from a civil engineering perspective. You'll need the flexibility to work between disciplines: civils - roads/ structures/ rail and water, to build industrial/ warehouses and commercial buildings. You will be proficient with Asta. Paying up to £75k salary, plus a great benefits package.

**Job Ref.: #193**

### **Senior Planner (near Solihull/ Coventry or Rugby)**

You'll have site project experience of either high rise commercial, high rise residential, student accommodation, or industrial buildings (distribution centres, warehouses, large sheds, etc.) from a civil engineering perspective. You'll have the flexibility to work between disciplines: Civils - roads/ structures/ rail and water, to build industrial/ warehouses and commercial buildings. You will be proficient with Asta. Paying up to £75k salary, plus a great benefits package. Possible 12 month contract.

**Job Ref.: #194**

### **UK Head of Planning (Birmingham or Manchester)**

Experienced highways sector Planner sought, with ten plus years planning experience working on a variety of highways & civil engineering projects. This is a business level position, so experience of working at this level is important. The ability and experience of working on several planning programs as once. Experience of managing and developing planners. Excellent IT skills and relevant knowledge of Planning software including, Primavera P6 & Tilos. Understanding and experience of working to Highways England planning procedures is desirable. Paying circa £80-100k (negotiable), plus a very good benefits package.

**Job reference: #208**

### **Planner (Liverpool)**

A good opportunity to join a growing and business construction business. Experience working as a standalone planner on construction projects valued at £3 top £30m essential as is being fully competent in Asta Powerproject. The successful applicant will be involved in the project from inception through to completion and will be required to oversee the production of detailed project plans and the steady progress of the scheme. Other duties will include liaising with the Planning Manager and senior management and clients, monthly reporting and dealing with subcontractors, etc. Paying up to £55k salary, plus benefits package.

**Job Ref.: #221**

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# JOB OPPORTUNITIES

SOME OF THE KEY CONSTRUCTION JOBS THAT I AM WORKING ON AT PRESENT. THIS CHANGES BY THE HOUR/ DAY...

## Construction Sector Jobs

Please note job openings change daily as jobs as are filled and new jobs secured. It is always best to call me if you want an up to date on live jobs.

### Senior MEP Planner (Warsaw, Poland)

What an opportunity this is. We are seeking an experienced MEP Planner that has experience of planning on either Life Science, Data Centres, Pharmaceutical or Semi-Conductor buildings. If you do not have this experience, but you are a Senior MEP (Building Services) Planner then still apply. You'll have 5+ years main contractor experience. You will be proficient with Primavera P6. Paying up to Euros 80k salary, plus accommodation, living allowance, car allowance and flights home to the UK every 2 weeks and a great benefits package.

**Job Ref.: #223**

### Planner (Dublin, Ireland)

We are seeking an experienced Planner that has experience of planning on either Life Science, Data Centres, Pharmaceutical or Semi-Conductor buildings. If you do not have this experience, but you are a MEP (Building Services) Planner or have 3-5 years Construction Planning experience with P6 then still apply. You'll have 5+ years main contractor experience. You will be proficient with Primavera P6. Paying up to Euros 65k salary, car allowance and a great benefits package.

**Job Ref.: #224**

### Planner (Central London)

We are seeking an experienced Planner that has experience of planning on high rise residential, commercial and mixed use developments. Circa 5 years Construction Planning experience with Asta Powerproject. You'll have 5+ years main contractor or housing developer experience. Paying up to £65k salary, plus good benefits package.

**Job Ref.: #225**

### Planner/ Senior Planner (London & Europe)

5 plus years construction planning experience required, but it's more about the right person, than work experience. The client wants someone intelligent, who picks things up really quickly, is highly motivated, reliable, and enthusiastic, and can and wants to work in a fast paced work environment, etc. Experience of Planning new build data centres, pharmaceutical, life science, clean rooms or semi-conductor buildings a big positive. Knowledge of P6, Asta Powerproject and MS Project desired, training will be given if required. Paying up to £80k +, accommodation in Europe, car, subsistence and benefits package. A great job with a great company.

Job reference: #228

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# THE PLANNER

## DOES YOUR COMPANY REALLY WANT TO HIRE THE VERY BEST PLANNERS?

Let's start by saying that I love what I do, I love helping people, I love helping people secure a new job, hopefully a life changing job, and I hope that you can feel that from reading the many testimonials that I regularly receive, like this one:

"Bill Wynn of Construction Futures approached me with a job opportunity that I wasn't aware of, he was able to explain the role and the business with the insight of someone who's been involved in the construction industry for decades.

Having spoken to Bill for close to an hour when he approached me with a fantastic opportunity, I realised that he prides himself in delivering only the right candidate to employers and also the right job roles for me.

I've found him to be both diligent and affable in understanding the discreet nature of job changes. Bill called me shortly after my interview and asked me to find somewhere quiet and take a seat, I didn't know how serious he was at the time, but when he explained the offer he'd negotiated for me I felt my knees almost buckle.

His advice has been invaluable throughout this period of transition and I'd happily recommend Construction Futures to any of my colleagues or any Planner looking for a job/ career move, as well as any business requiring new talent.

5 star service from a best in class business"

Abdi, Planner

It is very frustrating when you want to help companies secure great talent, be that contracted (freelance) or permanent (staff), and they do not want your help or advice. Now anyone that knows me, knows that I am very patriotic, a perfectionist, a person that is serious in all things that I do. I want to be the very best I can be, and I hope (I almost said expect, but age and wisdom have made me know that to be unrealistic) that of others. The people I help secure work I love helping them better their work and personal circumstances, and the employers I work with I want them to have the very best people, to be successful businesses. I have pride in helping the companies that I do.

There are many companies I choose not to work with, or they choose not to work with me, that's life and I'm okay with that. However, many of these companies, especially the very large ones insist on a "computer says no" approach to recruitment agencies. "If you're not on the list, your not coming in" mentality. I understand why they do this, however cannot agree with it. Many recruitment businesses supply multiple sectors, multiple professions, so they will never be the best of the best at sourcing a profession that a recruiter dedicated to that single profession will be. So it still astounds me the short-sightedness that some companies still have when looking to hire. Here's a few examples I have come across in the last few months of companies I have offered to help, why, and what they stated. It is astounding, and it makes you wonder sometimes what the heck they are thinking, or is there anything else going on that you do not know about.

# THE PLANNER

## CONTINUED...DOES YOUR COMPANY REALLY WANT TO HIRE THE VERY BEST PLANNERS?

Example 1: Spoke to a Head of Planning for one of the UKs largest construction companies. He was very keen to interview 3 Senior Planners that I am representing. He'd interviewed 7 planners so far, none were good enough to warrant even a 2nd interview. I explained to him that all 3 planners I'd identified for him had stable work histories, had 2 strong references each and had performed the exact job on similar size projects that he was working on. He wanted to interview him, but had to seek approval to use me. After two weeks of me chasing him I was referred to an Internal recruiter, who stated he was happy to use me, then 3 weeks after that (yes 3 weeks), me having to chase him weekly, he informed me as I was not on the PSL (preferred supplier list), they could not use me. I asked how I could either now or in time become part of the PSL, and received no communication back from either the Head of Planning or the Internal recruiter. Astounding, and disappointing. Furthermore, 2 months later the job was still open and unfilled. You can't help some people.

Demand for Planners far outstrips supply, yet some employers still act as though it is the other way around.

Example 2: Secured 3 interviews for a large main contractor, by liaising with the Planning Manager. Had a strong working relationship. All three Planners interviewed, all 3 Planners were offered jobs, so I was feeling pretty good. I was then asked to speak to the Internal recruitment team, so I did, and do this regularly with other employers. Well, I faced a grilling as to why I had not contacted them first, why had I gone to a line manager. Then it was a grilling on my T&Cs as they wanted to work to their T&Cs. It was obvious that they were just following internal protocol, but they made me feel insignificant, worthless, so suffice to say that because this one person has been so unpleasant my desire to run through walls for them has diminished, and because their attitude to fees, rebates and payment terms is get the best for us the worst for the recruitment agency, they will just not get the best service from any supplier.

Over 20+ years I could run off 100s of more examples, but I've have aged considerably by the time I'd finished.

This PSL or existing supplier, or existing T&Cs protectionism from procurement, internal recruiters, HR or companies I get, but it really is not positive or productive for a good working relationship, and good working relationships are what helps people and companies prosper. Relationships are about compromise, anyone that's married or in a long-term relationship knows this, so it's disappointing when companies such as mine strive for exceptional service in all that we do, we see inferior service provided by others, but when you reach out to help, that help is rejects. It's mind boggling. As the saying goes, "you just can't help some people".

# THE PLANNER

## PLANNERS. CAN YOU MOVE ACROSS SECTORS/ PROJECTS?

I thought I'd give you my take on this question. I have sourced Planners for employers every day since 2002 so I would say I'd have an experienced opinion on such a question. The reason for asking the question is that an experienced Planner that I know well recently stated the following on LinkedIn:

**"Message for all you Recruiters out there. The skills of Planning Engineers and Project Controls People are transferable across Industries - So STOP pigeon holing people into Nuclear, Rail, Oil and Gas etc. These people are intelligent people who adapt their skills to suit ALL Situations."**

**Rob Corran, Senior Planner.**

After 1 week this post had 300 comments and 1980 likes/ views/ contributions, so it obviously hit home to a few people, so I thought I'd highlight my view and response to this question here. I responded with the following answer:

**"Hi everyone. I source and have sourced Planners/ Project Controllers every day since 2002. A great recruiter matches the job brief from the employer to the person (Planners/ Project Controller) as best they can. If the client is working on a new build highways project then they are going to look at a person with that experience which has worked for a competitor as a preference. Rob, the logic you have is sound, however when you look for a job you are in competition with many other applicants. If the employer in the example above has 4 applicants, 2 have the exact experience, sectors, software, worked for a competitor, it is highly likely (9/10) that those people will be preferred.**

**Now I've been a sales person some would say since 12/13 years old selling sweets at school (30+ years). I've worked in a recruitment business with 1000 recruiters and been the No.1 recruiter, then I've set up and managed two recruitment businesses. Just because I am very confident, very good at sales and recruitment, if I were to apply for a sales job, let's say IT software sales, I believe I would pick it up very quickly and be a success as I strive to be in all I do, but I would expect to get pipped in the interview selection process by applicants that have sold IT software. It makes sense. You may think that is short-sightedness by the employer, but that is the way it is. As I tell all the Planners I speak to, "you may be a great Planner, but are you the best fit for this job from everyone that is available to do it?"**

Obviously everyone will have their own opinion, but from a recruitment perspective: We have to find the best match for a job vacancy. It stands to reason that a good place to start looking is at similar companies to that employer (who are their competitors). Planners that have similar project or sector experiences to that employer, and use the same software. Planners that live within a commutable distance and are within the employers pay scale. FACT. From there you deviate and flex, but you still try and get the closest match.

To summarise, older we get the more we can say "in my day", but fact is we now live in an instant gratification world, which companies will continue to strive hard to make more so, so those employers and recruiters will try to work in that way as well. Yes the employer will miss out on great people, but they want the right fit, and predominantly most of the time the right fit will have worked on projects/ the sector that the employer is working.

# THE PLANNER

## BE POSITIVE WHILST OUT OF WORK. CREATE THE NEW YOU.

Anyone that knows me, or reads my LinkedIn profile will know or soon discover that I am a “can do” positive person. I am focused and dedicated to achieving goals. I’m driven as a person to be a better person each and every day. I never have enough time to do everything that I want to do, so I break my “to do list” into the following categories:

### **MUST DO**

### **WILL DO**

### **WANT TO DO**

My MUST DO list is what I have on my desk every day, it has to be done.

My WILL DO list I have on my office wall and I try to do these things, but invariably they roll over daily, weekly or monthly.

My WANT TO DO list, invariably never gets done as I’ve always got too much to do on my MUST DO and WILL DO lists.

I’m sure you have something similar.

How I cope mentally with knowing I’m making progress on all lists is that I complete my MUST LIST and then choose 1 or 2 things to do on my WILL DO and WANT TO DO list weekly, fortnightly or monthly, so that I make progress. I did something on my WANT TO DO list this week I’d been wanting to do for a year, it felt good to make a start on it. Anyway, I was thinking just now, that as more people are off work than at any time I’m aware of in my lifetime, I’d like to offer some advice. Some people are unfortunately out of work due to redundancy, early termination of contracts, or just been let go, others are on furlough, or working reduced hours. Whatever the reason you’re not spending as much time in the office or at work, you can utilise this time or some of this time to improve your well-being and career prospects when you have more time off that you had planned.

1. Exercise more. Health body, health mind.
2. Reconnect with friends, family, ex-colleagues that you’ve lost contact with, or not given enough attention.
3. Do more of what you love.
4. Upskill. What can you do? Learn another skill. What is of value to the employers in your sector or profession?
5. Improve your online profiles. Do you look like a great asset? Ask a friend or professional person for their opinion?
6. Improve your CV online (on LinkedIn), on job boards (if you use them), and get your new CV to a recruiter that you trust and that has a good name and recommendations in your profession/ industry.

Short and sweet. I hope this helps you.

All the very best.

# THE PLANNER

## GET IN TOUCH

Who knows the future?

Historically, I've been registering new jobs daily/ weekly, so to be up to date with live requirements & the pipeline of jobs coming through these are the ways you can best keep in touch:

No.1: Make sure you are registered with me & that I have all your best contact methods. Mine are [bill@constructionfuturesuk.com](mailto:bill@constructionfuturesuk.com) & telephone number (0203 887 1893 or 07342 334819).

No.2: Keep in touch. Regular telephone calls. Weekly/ fortnightly.

No.3: If you are a LinkedIn user & we're not already connected, you can connect to me here:  
<https://www.linkedin.com/in/willwynn/>

No.4: I also strongly recommend that you follow my LinkedIn company page where I post jobs, career advice, salary surveys & more: <https://bit.ly/2IHbdS3>

I'm generally available from 7:30am to 6-7pm Monday to Friday.