



HJCONNECTS

a newsletter from Hargreaves Jones



Welcome

Peter Hargreaves

Managing Director

It was good to see everyone in February when we all flew out to Dublin with our partners for the Hargreaves Jones' Annual Get Together. Time seems so fleeting and as I write this almost four months have flown by already.

Update from the MD

It's sometimes difficult for me to see when things are going well in the business because I'm always looking for ways to improve Hargreaves Jones and make it a stronger business.

A stronger business is usually a secure business and the security of a sound client work order book, steady cash flow, staff fully employed on commissions and a growing balance sheet year-on-year makes for the kind of peace of mind that allows me to sleep well every night. However, to ensure the business maintains this course, I always tend to be looking out for the rocks that could hole us below the water line if you will pardon the nautical metaphor!

It was my wife Debbie that arrested me from this continuous thought process of being chief look-out a few days after getting back from Dublin, when she casually stated over dinner that she thought the business had never looked in better shape. When I asked the basis of this deduction, she replied that it had stood out to her after the dinner, drinks and (some altogether 'iffy') line dancing on the Saturday night at the Clarence in Dublin. When we were moved on from our private function room at well past 1.00am, people didn't make their usual weary way to their rooms but stayed up and reconvened in the room the night porter organised for us all. She said everyone gathered chairs in a large circle and continued talking well in to the early hours of the morning.

Reflecting on the evening, I thought Debbie (as usual!) had made a very perceptive point and I enjoyed the remainder of my meal knowing that she was right - Hargreaves Jones has never been in better shape!

We have an excellent plan for the future combining measured expansion over specific geographical areas in Scotland, the North West/East of England and the South along with a targeted recruitment plan of graduate to senior commercial staff who have that special quality of ability, commercial acumen and a desire to meet our clients' needs that sets us apart from the majority of our competitors.

To ensure we meet this aim we have directly employed, a dedicated recruitment specialist, Julie Farrar-Gough who joined us just before Christmas. No plan, however well thought out, will work if we, the collective staff that make up this business don't make the effort to communicate, on a business, consultative and social basis.

I for one, am continually talking to Glynn and the other Board members about aspects and issues relating to my present commission and seeking their advice on how best to meet my clients' deliverables. Inevitably this morphs in to discussions on wider issues in the business and usually ends in what we have been doing lately outside work. This communication is core to the Board performing as a great team; in utilising our individual strengths to the maximum and ensuring we are supported in our less strong skill sets. It also makes it a satisfying environment in which to work where successes can be seen and acknowledged; opportunities can be identified and collectively explored to ensure we make the most of them. It raises our game, both individually and as a Board.

We all intuitively recognise what I'm saying as being true but for various reasons, shyness, not wanting to seem pushy, basic insecurity, don't make the effort to communicate more with HJ colleagues across the business on a regular basis. We are a business undergoing constant expansion but that still only means we have approximately 30 personnel at this time including four contract staff, therefore we are not of a size that should intimidate any one of us. I would welcome a call from any staff member once a week to catch up on work, offer my support, whether it be advice or more substantial, or just engage in that idle banter that's needed to keep us going through a heavy day at work.

This note is a simple call to us all to interact, engage and communicate with our fellow HJ colleagues. It will lead to a stronger team, a better business and easy nights.

Descending on Dublin!

Each year Hargreaves Jones holds an 'Annual Get Together' which gives all directors and staff an opportunity to meet new employees and work colleagues who are based throughout the UK.

In February this year Hargreaves Jones held another successful 'Annual Get Together' in Dublin. The Directors, staff and their respective partners all flew out mid-day on Friday 6th February from their local airports into Dublin City and checked into the Clarence Hotel, Dublin's original rock'n'roll hotel, allowing all staff to enjoy the evening and the vibrant nightlife around Temple Bar.

After breakfast on Saturday we headed to one of Ireland's famous attractions, the Guinness Storehouse where a guided tour had been arranged - The humorous tour guide told the story from its origins at St. James Gate to its growth as a global brand known all around the world. After the tour we all congregated in the Gravity Bar to enjoy our free perfect pint of Guinness whilst taking in the breath-taking panoramic views over Dublin City.

Later that evening our successful and ever-growing annual dinner was held at the Clarence in the private Cleaver East Suite which commenced with a Champagne reception followed by some fine dining, excellent wine and company, not forgetting the little dance show that Paul, Natalie, Stephanie and Katarzyna performed for all!



Bath Hotel Project Moves Forward

After a prolonged pre-application and design process the full planning and Listed Building Application has now been submitted to Bath & North East Somerset Council for the extended and refurbished Pratts Hotel in central Bath.

The project is potentially one of the most significant hotel developments in central Bath for many years and will see the existing Pratts Hotel significantly extended and fully refurbished to provide a 120 bed boutique style hotel which is likely to be operated by Intercontinental Hotels as a Hotel Indigo brand.

The project has been in the pipeline for a number of years but the present owners, Somerston Capital, have invested heavily in purchasing additional property adjacent to the famous hotel including the Halcyon Hotel next door with a plan to produce 'the jewel in the crown' for their hotel portfolio.

Pratt's Hotel is a Grade I terrace property on the historic South Parade in Bath. Famous for lodging Sir Walter Scott, the hotel has a wonderful history, dating back to 1775 when Bath was in its Regency heyday. In 1901 the hotel was owned by Mrs Pratt, who ran the hotel until the late 1950s and leaves her legacy in the retained hotel name.

Hargreaves Jones have provided professional cost management services to the client, including early cost advice for scheme appraisal and cost planning. We are retained as the project Cost Consultants and will be fully responsible for the procurement and financial controls on the project through to completion, which is due early 2017.

In addition to managing the budget for the construction works we will also be responsible for the procurement and cost management of all the furniture, fixtures and equipment required to provide a complete hotel, ready to start trading.

This is common on hotel projects where the client requires full visibility of all project costs including the beds, loose furniture, decorative light fittings and even artwork.

Hargreaves Jones Associate Director Simon Brereton is the key client contact and together with Andrew Dobrowolski will be key to the successful delivery of this project.

Let us introduce you to



James Hood

Graduate Quantity Surveyor

Perth

I joined Hargreaves Jones in September 2014, after completing a Bachelor's Degree in Construction Project Management at Heriot-Watt University in Edinburgh.

Tell us about yourself...

Originally from a small village in County Derry in the North West of Ireland, I am the fourth of five brothers, cue, 'your mother's head must have been tortured'.

Admittedly, it probably was, as we were all sent packing to university at the first opportunity. Edinburgh was the destination of choice for me and I have been there since, still making frequent trips home at any opportunity I can.

What project are you currently working on?

My current project is the new 400kV overhead line from Beauly, near Inverness, to Denny, in the South of Scotland.

My role is wide and varied with many aspects of Quantity Surveying being exercised on a daily basis, however, my main role involves the management of the reinstatement of the 220km of temporary access tracks that have been created specifically for access to the tower sites, crossing an abundance of isolated land and estates. Subsequently, many landowners have applied for planning permission to keep the valuable tracks in-situ, presenting many issues such as client liability, programme changes, environmental constraints and overall contract prices.

Where were you before HJ?

I joined Hargreaves Jones in September, after completing a Bachelor's Degree in Construction Project Management at Heriot-Watt University in Edinburgh.

Prior to this I have gained experience through several avenues of the industry, allowing me to gain an all-encompassing appreciation for what is involved in a construction project. From a site level as a labourer, through to an award winning architects' practice in central

London, and first-hand experience on the London 2012 Olympics project in Stratford. Each of these areas provided me with an admiration for the labyrinth that is the construction industry, and reinforced my desire to be a part of it.

Why did you choose to join HJ?

For myself and many others, applying for graduate jobs was a chore that seemed endless. I had previously submitted applications to some of the UK's largest firms, and had been through a few of their processes.

Upon meeting Eric Allan in the spring of 2014 however, I decided to pull the other applications and go in a completely different direction. I have always had a fear of becoming a number, and the opportunity and culture that Hargreaves Jones offered was the polar opposite. I felt that the company presented me with the prospect of becoming a truly valued member of a company that is expanding, whilst gaining exposure to a wealth of knowledge on a daily basis through the team structure that was presented.

Is your role what you expected?

Honestly, no. As a graduate who is just getting started, I expected to be drip fed information and given some of the tasks that people have been putting off for a while...how naïve I was.

The exposure I have seen has been immense, and I feel it has afforded me a much greater insight into the industry than that of my peers. I would describe the role as challenging but rewarding, where I can genuinely see my work being put to good use and fundamentally ensuring that I am learning and professionally developing on a daily basis.

Let us introduce you to

Elliot Moir

Quantity Surveyor
Inverness

I joined Hargreaves Jones as a Quantity Surveyor in January 2015 and am working as part of the Caithness-Moray-Shetland (CMS) team with SSE.

Where were you before HJ?

A native Highlander, I am returning home to Scotland following three and a half years working overseas in Australia and The Netherlands as a Consultant and Cost Manager with Turner & Townsend.

I have been engaged in various commercial roles on major projects in both the upstream Oil & Gas and Mining sectors and also spent some time providing commercial support to projects in the Property & Infrastructure sectors in the Netherlands. My main areas of professional interest are Procurement and Contract Management on capital projects, with qualifications in Supply Chain Management (MSc) and Construction Management (BSc Hons).

Has the role fulfilled my expectations?

It is fantastic to be getting involved on such an interesting major project right on my doorstep in Inverness. From what I've seen in my first few months, we have a great commercial team up here who have been doing an excellent job to date. I'm looking forward to working with the HJ team and strive to keep up the high standards that have been set so far.



Alan Clark MRICS

Associate Director
Scotland

I joined Hargreaves Jones as an Associate Director in September, 2014 to support Eric on the SSE account, but also to contribute to the growth of the business.

Tell us about yourself...

My background is Client side project and commercial management with my career being split principally between London and Edinburgh.

I am Contract Manager for SSE on the Beaulieu Denny Overhead Line project which is the construction of a 200 kilometre power line from the North of Scotland to the Central belt through challenging terrain with difficult logistic issues. The project is to provide the backbone to link the grid with the increased power provision being generated from Renewables in the North of Scotland. Geographically, it is broken into 3 sections and is due for completion in November, 2016.

Where were you before HJ?

Prior to joining Hargreaves Jones, I led the Commercial Management team at Edinburgh Airport which is owned by a private equity business and I have also worked in project management for Property Investment/ Development companies.

Has the role fulfilled my expectations?

The brief for the role at Hargreaves Jones clearly set out the sectors, the size of the projects, working within client environments and the aspirations for Hargreaves Jones as a business.

It was unclear what project I would be working on prior to joining so to some degree I took a fairly relaxed view of what the role may be or where it might be located. Being based in SSE's office at Perth has worked out well and I am enjoying working on the challenging Beaulieu Denny project.

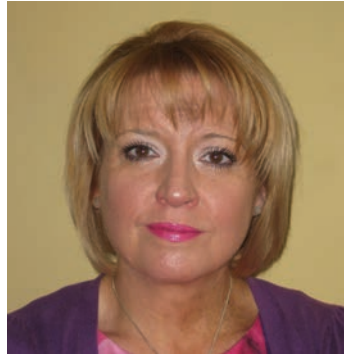


Let us introduce you to

Takudzwa Rashai

Quantity Surveyor

I joined Hargreaves Jones as a Quantity Surveyor in January 2015 and am now working with SGN out of Yarnton, Oxfordshire on their renewable gas project.



Julie Farrar-Gough

Business Manager

My role within Hargreaves Jones is principally recruitment, headhunting, talent acquisition - though my remit seems to be evolving rather swiftly to encompass website development, marketing, brand awareness, networking and taking over the editorship of this publication from Ronan (I'm sure he's hoping I can do as good a job as he did otherwise he'll have to take back the reins!).



Tell us about yourself...

I joined the team in January 2015, based out of the Manchester Office and spent my first few months working with Unilever settling final accounts and issuing minor finishing work on the construction side of the Phoenix project. From early June I will be working with SGN out of Yarnton, Oxfordshire on their renewable gas project.

Where were you before HJ?

Prior to joining HJ I was working in Christchurch, New Zealand. Working on the earthquake recovery on the residential side, was an often emotional job as you can imagine working with Homeowners who have had their lives turned upside down due to the quakes.

The job satisfaction was twofold. Firstly by making sure the resident(s) returned to their safely repaired and warm homes and secondly, ensuring that we got the best value possible in the process.

So what's been happening?

It has been good to be back in the UK with my family and fiancé. I'm spending more time with my niece Sophie, who was born whilst I was in Christchurch. The next challenge is to prepare and plan for our wedding which is to be in Zimbabwe next year.

Tell us about yourself...

My career began working for Property Developers before moving in to Agency. I fell into recruitment (somehow!) back in the late 1990s and put to good use the network of contacts I had built up in the Property and Construction industry headhunting talent for businesses across the supply chain spectrum but with particular emphasis on Cost & Project Management.

I've always been heavily involved in industry networking and currently organise regional events around the country for Movers & Shakers Property Networking Forum which I find invaluable for market intelligence, enhancing my contact base and, of course, spotting new talent! In fact it was at a networking dinner that I first met Peter & Glynn in the very early days of HJ when they were full of aspiration. Fast-forward almost ten years and what a success the business has become and how ironic that I've been invited to be a part of its next phase of development.

Why join Hargreaves Jones?

The business has ambitious plans for the next three years and the chief obstacle in achieving that growth will be sourcing talented individuals - hence my role. When Peter & Glynn approached me about joining the business I have to say that it was an easy decision to make. I'd followed the progress of Hargreaves Jones from afar but was amazed by the blue-chip client list and size of projects that the business delivered though didn't seem to publicise!

We have a great story to tell and an incredibly impressive client base when you consider the size of our business. This is a message I want to focus on getting out there into the market place as this will inevitably attract good people to work for us and open more doors with new clients.

So what's been happening?

Well, I'm working with web designers on ideas for a revamped website which I hope can be launched late summer. Any suggestions for revised content please let me know - we particularly need to showcase our existing and recent projects so any assistance in this regard would be warmly welcome!

On the recruitment front, by the time this hits your desk we should have the first of our new graduates, **Paul Aldridge**, on board joining Simon's Buildings team in Manchester, with another two to follow in Eric & Laurence's regions.

Paul Jones' wedding can now go ahead as we've finally found someone that can live up to the high standards he's set with SSE in Inverness - we have an offer out so watch this space!

Laurence has a new right-hand man in the shape of new Associate Director, **Dean Yeoman**.

Douglas Anderson has joined us North of the border to work on a business needs case for Shetland for SSE.

Welcome aboard guys!

I'm sure we'll be hearing more from you in the next edition of Connect.

Hargreaves Jones APC Programme

The APC is the assessment that surveyors must undertake to become chartered members of the Royal Institution of Chartered Surveyors (RICS).

Who's involved?

Currently there are seven candidates enrolled onto the RICS APC programme with Hargreaves Jones, looking to become professional members of the RICS via the **Quantity Surveying & Construction** pathway.

The HJ APC programme is led by Simon Brereton, Associate Director along with Directors Glynn Jones and Eric Allen, all of whom are qualified APC assessors for the RICS.

What's been happening?

The HJ APC programme was originally established in 2010 with candidates undertaking a period of structured training relevant to their pathway, which includes regular meetings with their supervisor and counsellor to monitor progress and enable required experience to be obtained from within the business. HJ also host quarterly APC meetings where candidates provide an update on progress, work through individual issues and undertake group discussions surrounding relevant topics within the industry. In Scotland, the company hosts regular 'CPD nights', in which employees get together to discuss and present on various subjects, in order to promote shared learning and continual professional development. HJ also conduct formal mock interviews to assist in the preparation of candidates prior to the final assessment interviews.

What's next and when?

Presently there are five APC candidates planning on sitting the final assessment in Autumn 2015, with two more candidates looking to pass within the next 18 months and a further three more employees enrolling on the APC programme with HJ in the next 12 months.

HJ will continue to guide candidates through the APC process and offer support to graduates or senior members of the company looking to obtain chartership status with the RICS.



3Nr APC Assessors in Hargreaves Jones

Glynn Jones

On 24th March 2015, Eric Allan and myself successfully completed the APC New Assessor Training course held by the RICS in Edinburgh.

With Simon Brereton already an experienced Assessor and an Assessor Chairman, our APC candidates are well placed to maximise the opportunity of having three experienced senior figures within the business to support them towards passing their APC and becoming chartered quantity surveyors.

This will involve Simon, Eric and myself regularly reviewing each of our APC candidate's progress, making sure that they are appropriately prepared and aligned in their pathway requirements to meet the APC Critical Dates for a successful outcome.

APC success rates on average overall are 50% for first timers and 60% for referrals, but with a focused approach between the candidate, Counsellor and Supervisor, together with understanding timescales and what needs to be done by each of the APC Critical Dates, success rates can be between 90 and 100% - at Hargreaves Jones we will aim to achieve a 100% pass rate.

We have several candidates placed to sit the November 2015 interview, which means their Applications are due in August and Submissions in September.

Between now and August will go very quickly, so it is imperative the work is being put in now. If it is rushed or crammed in it will certainly reduce the chances of celebrating success at the end of November / early December.

Over the forthcoming weeks, Simon, Eric and myself will be inviting our November APC Interview candidates to present their progress on competency levels and their Critical Analysis so we can offer advice to help ensure they are on track, together with reviewing all of our other APC candidate's plans to ensure they are meeting the competency requirements.

However, this does not mean that you wait for a call from either one of Simon, Eric or myself - please contact us at any time and we will be there to support you in the best way we can.

Good luck and keep working hard - because we are serious about what we do!

Promotions

Congratulations to Simon Brereton on his promotion to Associate Director.

Simon will be handling our Buildings portfolio which continues to grow with him already securing a new commission on the Isle of Man to add to our Unilever and Pratt's Hotel work.



Athens of the North...

We are pleased to announce the opening of our new Edinburgh office from 1st April 2015 as part of our expansion plans. The Edinburgh office will help us support our existing clients and relationships and our ability to serve the wider Scottish market with a strong local presence.

Edinburgh, also known as 'Athens of the North' or the 'Auld Reekie' is the capital of Scotland and is simply a great place to visit. The New Town is the largest and best preserved example of Georgian town planning anywhere in the UK. For those of you familiar with the story of Jekyll & Hyde, author Robert Louis Stevenson, also a son of the city, wrote, 'Edinburgh is what Paris ought to be' which aptly emphasises the significance of the place and what it has to offer.

You can find us at:

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Social Events

Over the Bank Holiday weekend Richard Jones and Paul Jones took part in the third '**Cricket for Christies**' event at Swinton Moorside Cricket Club.

Members of their football team (with little or no cricketing experience), plus a few other special guests, competed in a series of quick-fire 20-over games of Cricket to raise money for Manchester-based cancer care and research charity, The Christies.

The weather just about held off and it turned out to be another really enjoyable day.

Last year's fund-raising total of £3,415, was well and truly smashed with a first count showing over £4,000 raised for this great cause!

Well done guys - a great achievement!



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