



# Careers at ESG

2026

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We are focused on setting the standards for others to follow, and paramount to this are our teams of innovative, multi-skilled, experienced and ambitious individuals.

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Discover what opportunities are available at ESG.

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# Build your career with ESG

Be part of us. Be successful. Be ESG

## We are ESG

Setting the standard for building services delivery since 1975, ESG are a leader in the building services market, underpinned by a long trading history, a commitment to improving our sustainability performance, and supporting the drive towards a carbon zero future.

We are a mechanical, electrical and public health (MEP) services contractor covering the UK and Mainland Europe. Our core activities are providing building services, design, coordination, installation, maintenance and aftercare.

Other services we offer are offsite assembly, facilities management helpdesk, preventative and reactive maintenance, compliance and project roll-out works.

We are focused on setting the standard for others to follow, and paramount to this are our teams of innovative, multi-skilled, experience and ambitious individuals.

## Our people are key

ESG are proud to be a business that cares about staff wellbeing, offering a number of training and development programmes to support the needs of all our individuals, at whatever stage they are at in their career. We understand that this support also has to extend beyond our current workforce, and we do this through the practical support of our local educational institutions, championing construction as an industry of choice.

## Construction in the UK

Construction is one of the largest sectors in our economy – with a turnover of £370 billion, and suggested to reach £477 billion in 2027.

The Chartered Institute of Building (CIOB) revealed that the UK construction industry employs around 2.1 million people - the fourth largest share of employment outside the public sector.\*\*

Although the construction industry is a key driver of the UK economy, it is still suffering from a skills shortage.

According to the Construction Industry Training Board's (CITB) Construction Skills Network (CSN) 2024-28 report, more than 250,000 additional construction workers are required by 2028 to meet demand.

This is due to the performance of the UK's construction industry, which:

- rose by 2% in 2023 - for the third consecutive year
- will grow by around 2.4% a year
- is looking to expand the workforce to 2.75 million
- needs 50,300 workers each year until 2028.

## Just boots on the ground?

There are over 180 different occupations in construction and over 100 different apprenticeship roles that lead to careers in the industry for people at every stage of their lives. This is the industry as a whole

and not just MEP. Including building, developing, repairing, and maintaining properties and other infrastructure.

With such a diverse landscape of opportunities, a career in construction, particularly at ESG, can be energising, inspiring and fulfilling.

## Be ESG

There's an extensive range of roles at ESG, related to project delivery and operational support, including those deemed "non-traditional" within our industry, that demonstrate our modernised and innovative approach.

We take a skills and competence based approach to recruitment and onboarding, to find the right people for Team ESG.

Not only that, we have an exemplary business ethos and workplace culture, solidified by our purpose, vision and values, where people and innovation are at it's core.

The oncoming pages take you through the typical job roles that make up our workforce, including our apprentices, who are building blocks of our business. We hope this inspires you or solidifies your decision to become a member of Team ESG in the near future.



# Project Delivery

In alignment from project procurement through to handover.



## Commercial

Overseeing the negotiation and management of project contracts, managing commercial risks including legal. Ensuring effective financial and contractual management of projects, delivering optimal profitability and value whilst maintaining compliance with contractual obligations.

**TYPICAL ROLES:**  
 Commercial Directors  
 Commercial Managers  
 Quantity Surveyors \*



## Estimating

Accountable for all pre-construction activities, ensuring the successful delivery of high-quality, competitive tenders and comprehensive pre-construction strategies.

**TYPICAL ROLES:**  
 Preconstruction Director  
 Estimating Managers (M or E)  
 Estimators (M or E) \*  
 Bid Team Administrators



## Preconstruction

**Design Management:** Deal with the design process of MEP systems, meeting Client requirements, specifications and industry standards.

**Planning:** Dealing with project schedules, allocation of resources, progress tracking and timely completion of project deliverables.

**BIM:** Responsible for the productions of MEP drawings / digital models that meet industry standards and objectives.

**TYPICAL ROLES:**  
 Design Managers / Engineers  
 Planners \*  
 BIM Managers / Leads / Coordinators



## Construction

Accountable for the smooth, safe and efficient on-site execution of our projects. Including coordination and overseeing the work of our subcontractors, maintaining quality standards, ensuring project timelines and meeting health and safety regulations.

**TYPICAL ROLES:**  
 Contracts / Project Directors  
 Contracts / Project Managers \*  
 Project Engineers (M or E)  
 Project Supervisors (M or E)  
 Construction Managers  
 Authorised Persons



## Commissioning

Overseeing and managing commissioning process of MEP systems. Ensuring systems are installed, tested and fully operational. Complying with project specifications, industry standards and Client requirements.

**TYPICAL ROLES:**  
 Commissioning Managers / Leads  
 Senior Appointed Persons  
 Project QA / QC



## Document Control

Management, organisation and distribution of project documentation, maintaining accurate records and ensuring compliance with our company and industry standards. Supporting our people in accessing and utilising the required information effectively.

**TYPICAL ROLES:**  
 Document Control Manager  
 Document Controller \*

\* Various role levels i.e. senior, lead, junior, assistant etc,

# Operational Support

Behind the scenes and equally vital to our business success.



## Buying / Procurement

Source and procure plant and materials for projects, ensuring quality, cost efficiency, and compliance with project specifications, in alignment with ESG's procurement strategies.

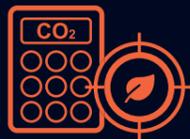
**TYPICAL ROLES:**  
**Procurement Director**  
**Buyers \***  
**Procurement Support Administrator**



## Creative

Creation of visual and digital assets relating brand image, marketing, work winning and creative innovation.

**TYPICAL ROLES:**  
**Creative Director**  
**Graphic Design Manager**  
**Graphic Designers \***  
**Software Designer/Developer**



## Environment & Sustainability

Leading and implementing environmental and sustainability initiatives that ensure compliance, enhance sustainability performance and driving carbon reduction across the business.

**TYPICAL ROLES:**  
**Environmental & Sustainability Manager**



## Finance

Accountability for our organisation's financial health and sustainability by driving robust financial planning, reporting and risk management.

**TYPICAL ROLES:**  
**Finance Director**  
**Finance Managers \***  
**Accounts Managers/Administrators**  
**Credit Controllers**  
**Purchase Ledger Clerks**



## Human Resources (HR)

A wide range of responsibilities associated with managing our people, including recruitment, training, career progression and employment policies, packages and benefits, as well as day-to-day support.

**TYPICAL ROLES:**  
**HR Director**  
**Training Coordination / Admin**  
**Recruitment & Onboarding**  
**Office Management / Reception**  
**Personal Assistants (PA)**



## Health, Safety & Wellbeing

Managing and promoting HSW across the organisation, ensuring compliance with legal requirements, mitigating risks and fostering a work culture that prioritises the physical and mental health of our people.

**TYPICAL ROLES:**  
**HSW Director**  
**HSW Managers**  
**HSW Administrators**



## Information Technology (IT)

Providing efficient and effective IT support to our people by diagnosing and resolving technical issues, maintaining IT systems, and ensuring seamless user experience, whilst adhering to SLAs.

**TYPICAL ROLES:**  
**IT Director**  
**IT Support Technicians \***



## Quality Assurance (QA)

Ensuring company compliance with the requirements of the our QA system, GDPR regulations, auditing and achievement and continuation of industry accreditations.

**TYPICAL ROLES:**  
**QA Manager**

\* Various role levels i.e. senior, lead, junior, assistant etc,

# Aftercare & Maintenance

Providing building maintenance and lifecycle care.

## Introduction

Our aftercare department offers support to completed projects once the installation phase of works is complete. Maintaining and repairing essential building services is important for efficient lifecycle management.

This service includes building maintenance, aftercare and defects cover. We also offer compliance testing, reactive works, and roll out works to suit all business needs.

## Aftercare helpdesk

Once handover is complete, our engineering fleet will track and manage all defects identified, meeting regularly to identify trends or common user errors that can be managed in a more proactive manner.

## Compliance testing

Working on multiple disciplines we manage quotes and orders for repairs to achieve compliance across our client estates. We have several packages available and can work with customers own CAFM software or manage the process completely in-house.

## Planned or reactive maintenance

Includes, but not limited to: LED lighting updates, NICEIC inspections, fire alarm servicing, PAT testing and 24-hour, seven-day support. Remedial works for fixed wiring and emergency systems.

## Typical roles

- Operations Managers
- Helpdesk Coordinators
- Helpdesk Administrators
- Mobile Engineers



# Offsite Assembly

Our approach to prefabrication and DfMA.

## Introduction

Offsite assembly is extremely important to ESG. Working in parallel to most build sequences, it offers an opportunity to reduce the reliance on multiple site trades. This change over more traditional methods can often produce shorter lead times, a faster construction programme with fewer waste materials and a safer working environment.

## Prefabrication opportunities

Products currently offered range from vertical service risers to horizontal services distribution and prefabricated utility cupboards. With various finishes and packages available, our modules are built to suit the needs of the project exactly.

- Utility Cupboards
- Service Distribution Modules
- Wall Modules
- Sectional Risers
- Site Washroom Solutions
- Aftercare

## Our facility

Our experienced offsite team is based at our UK Research & Development facility in Rochford, Essex, working across a range of sectors with current operations in the commercial and residential markets. All services are coordinated to work within an offsite manufactured environment wherever possible, but only where true benefit to the project can be delivered.

## Typical roles

- Production Line Managers
- Production Line Supervisors
- Administrative Support
- Assembly Line Staff
- CAD Support



# Leadership

Visionaries, promoting innovation and undertaking strategic decision-making.

### Empowering our people

Our leadership team drive the company's business strategies, overseeing company performance, propelling growth and managing operations.

They drive this by motivating our teams, encouraging collaboration, and guiding everyone towards our common goal.

Our common goal, or our purpose, is to empower our people with support and opportunity for growth. Investing in our team's development is how we set the standard for our industry.

Successful team investment is maintained by strong workforce relationships, clear communications, effective risk management (keeping our people and our business safe), and a supportive workplace culture.

### Management vs leadership

Whilst management focuses on tasks, budgets, and compliance, leaders inspire teams to innovate and perform.

- Managers handle project and departmental delivery and timelines.
- Leaders influence culture, morale, and motivation.

### Leadership skills

Visionary thinking – setting clear goals and long-term visions that keep our teams focused and motivated.

Interpersonal skills – clear communication to all regardless of role or seniority. We provide an "open-door" policy where possible.

Adaptability – Adapting and motivating teams in response to industry changes and projects adjustments. Making key decisions quickly, whilst ensuring deadlines and budgets are on track.

Integrity and ethics – Ultimate responsibility to ensure safety, fairness, and compliance across all sites, including operational offices.

Empathetic support – Understanding the challenges faced by team members, individually or as a collective, building trust and unity.

### Impact on business success

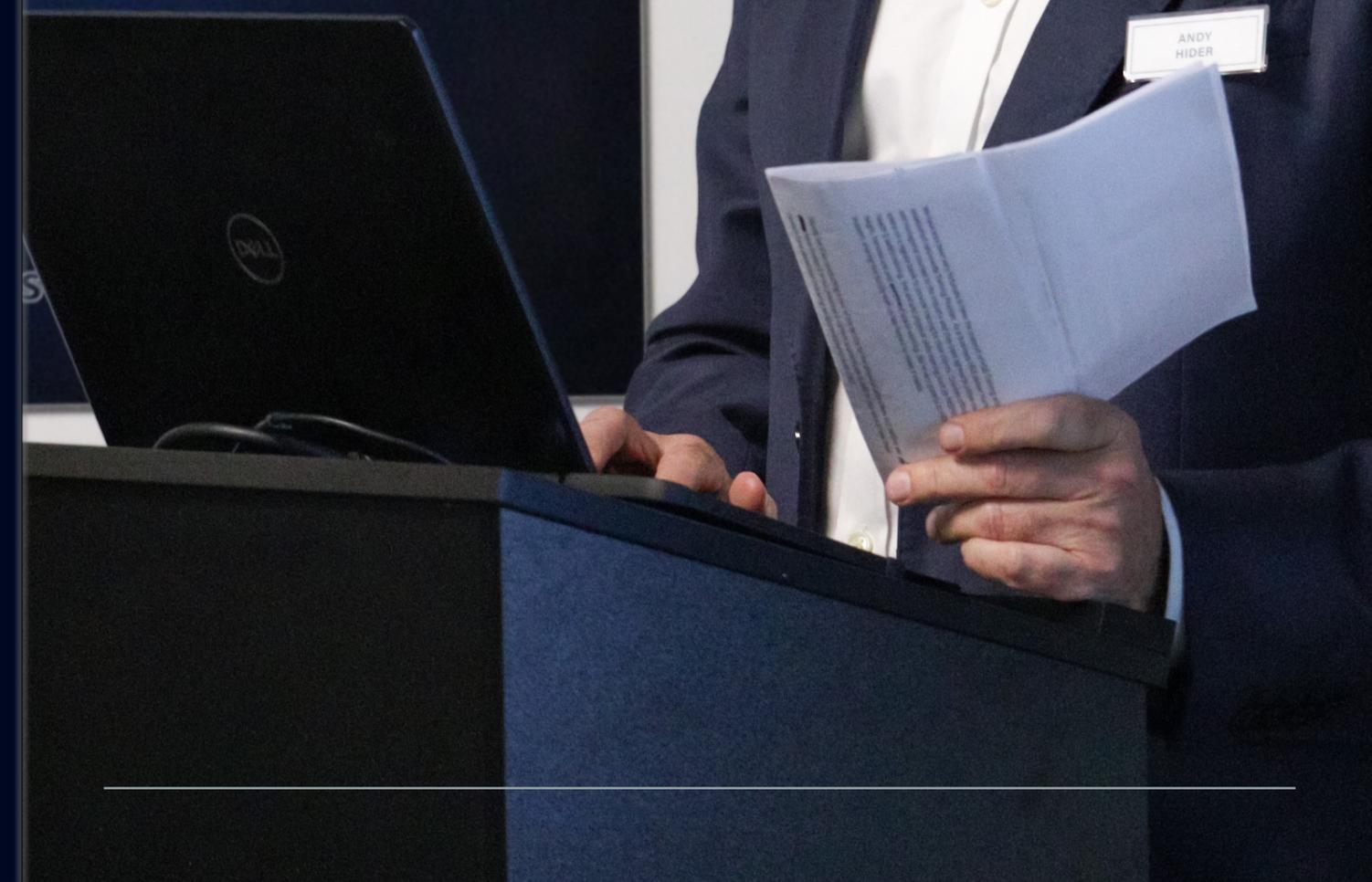
Effective leadership positively impacts project timelines, quality, and cost control. In addition to this, effective leadership benefits workplace culture, motivation and connectivity.

Leaders who focus on workforce development and communication see fewer delays and better safety records. This includes proper staff training and awareness to ensure compliance and efficiency.

This includes structured mentorship, which is part of our apprenticeship scheme, supporting our home-grown talent who may become future leaders.

# try leading female.

nt for 33% of our current apprentice cohort.



# Work-Based Training

Combining practical training in a job with study.

## Apprenticeships

Building Services Engineering covers all of the mechanical, electrical, public health, life safety and 'smart' building systems. These bring buildings and structures to life and are essential to their operation.

Aligned with other construction professionals, ESG work alongside architects, structural engineers, designers, quantity surveyors and more.

## How our apprenticeships work

As an apprentice you will:

- Be an employee earning a wage, holiday pay and other employee rights
- Work alongside experienced staff
- Gain job-specific skills
- Get time for training and study related to your role

## Programme length

1 - 5 years to fully complete depending on their type and level.

## Our programmes

Typically, we run the following (but not limited to) types of apprenticeships:

- Electrical Apprenticeship
- Building Services Engineering Craftsperson Apprenticeship
- Technical Apprenticeship
- Quantity Surveying Apprenticeship
- Administration Apprenticeships
- Finance Apprenticeships

For more information about our apprenticeships, visit:

[esglimited.com/apprenticeships](https://esglimited.com/apprenticeships)



### Our Academy

This Craft & Technical Centre, serves as a practical learning space for our apprentices, providing an enhanced learning experience where resources, applications and scenarios are delivered, that might not be available in a live project environment.

Its classrooms, practical learning bays, and assessment areas, alongside a full-scale mock-apartment that is designed to be fitted out and decommissioned again will allow trainees to experience high-risk or complex tasks in a safe, controlled setting, building competence and confidence before applying their skills in real-world conditions.





# Women In Construction

Playing our part in the advancement of females in our industry.

At ESG, we want to encourage women to seek roles in the construction industry, and become inspiring future leaders. It is not simply about hiring more women, but creating an environment where people can grow. We do this by providing the following:

- An all-inclusive culture; using appropriate language, behaving respectfully and positive leadership
- Training and skills development
- Career progression support
- Flexible working
- Female-specific facilities
- Support groups including mental health
- Extra-curricular support for female apprentices
- Regularly showcasing the industry as prospective place to work, build a career or gain an apprenticeship; social media, educational visits, careers fairs and many more.

Why the focus on women in construction is important:

**1. Promotes diversity** | Having a diverse workforce. Increasing the range of the types of individuals, experiences, skill sets and talent in the industry.

**2. Challenges stereotypes** | Helping to create a more understanding and inclusive workplace, by treating people as individuals, with unique strengths and abilities.

**3. Career of choice** | Encouraging more women to consider construction as a viable and long-standing career, by demonstrating the range of opportunities.

**4. Promotes equality** | Everyone is treated fairly and has the same rights, access to jobs, and opportunities for training and advancement. Equal opportunities for all.

**5. Investments In training** | Investing in sufficient resources, such as time, tools, mentorship and support for those entering and continuing their industry journey.

Construction is still predominantly a male-dominated industry and this still largely due to the myths and stereotypes that still exist about our industry. This is why we celebrate the accomplishments of women in construction, not only because it's well deserved by our female counterparts, but it encourages more women to get into our industry.

Delivering this message early to young women, is particularly important when they start looking at what subjects to study and careers to aim for. It also helps for us to showcase construction as a sector of choice, to their peers, family and friends who are strong influences in a young person's life.

ESG aim to make every employee feel valued. We are an equal opportunities employer.



VIDEO LINK

- **Women In Construction**  
<https://youtu.be/9D8V8Dp2Sj4>

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