

# Vince Kesterton

Vince is an Operations Manager in the West Midlands. He's hiring for apprenticeships. We asked him some questions we think you'll be asking!

## How does this position support management and contribute to the goals of the company?

Every position is an important cog in our machine. We always work in teams in construction, as that is the best way to get successful results. You'll be working closely with a line manager and supporting them whilst gaining valuable experience to make your next step in your career journey.



## How would you measure my success in this role?

Working well with others and contributing to the success of a dedicated team is important. Also asking lots of questions and taking the opportunity to learn many new skills.

## How is your feedback process structured?

Communication is key and line managers provide feedback and support on an ongoing basis. We have two more formal personal development reviews each year to ensure feedback is also structured and training needs identified.

## What opportunities will I have to grow in this position?

We have a clearly defined route from Apprentice to CEO with all stages mapped out. Not everyone will make CEO, but everyone is given the opportunity to find their niche.

## What are some of the biggest challenges I might face in this role?

The construction industry is always changing, and new methods, techniques, equipment and products are evolving. Understanding the existing methods and new opportunities is an exciting challenge.

## Why did you join Tilbury Douglas?

I wanted to work locally for a well-respected Tier 1 Main Contractor that offered great training and opportunity. Tilbury Douglas has never disappointed me; hence I am still here after 37 years...