

Site Manager - Cornwall

Permanent | Full-Time

Are you an experienced Site Manager looking to lead the delivery of high-quality construction projects across Cornwall?

Due to continued growth, we are seeking a proactive and Client-focused Site Manager to join our team. Working across a diverse portfolio of residential, hospitality, heritage, refurbishment and new-build projects, you will play a key role in delivering projects safely, on programme, within budget and to the highest quality standards.

Working closely with the Project Management and Commercial teams, you will oversee day-to-day site operations, coordinate multiple trades and subcontractors, manage health and safety compliance, and maintain strong relationships with clients and stakeholders. This is an excellent opportunity to join a growing business and contribute to the successful delivery of exciting projects throughout Cornwall.

Key Responsibilities

- Lead all on-site construction activities, ensuring works are delivered safely, efficiently and in accordance with project requirements.
- Promote a positive Health & Safety culture and work collaboratively with Health & Safety advisors to maintain best practice across all projects.
- Ensure compliance with all statutory requirements, company procedures, RAMS and site-specific Health & Safety plans.
- Coordinate and supervise trade-contractors and suppliers to ensure programme milestones are achieved.
- Manage day-to-day site operations, including inductions, briefings, inspections and quality control activities.
- Monitor project progress and proactively identify and resolve issues that may impact programme, cost or quality.
- Ensure all works are carried out in accordance with drawings, specifications and contractual requirements.
- Review drawings and technical information to ensure accuracy and resolve site queries in a timely manner.
- Coordinate the procurement and delivery of plant, equipment and materials.
- Conduct regular quality inspections and ensure all defects and non-conformances are recorded and rectified promptly.
- Maintain accurate site records, diaries, progress reports and photographic evidence.
- Build and maintain strong working relationships with Clients, consultants, trade-contractors and stakeholders.
- Support the Project Manager in delivering projects to budget and programme objectives.
- Ensure environmental, sustainability and housekeeping standards are maintained.
- Contribute to project planning, sequencing and short-term programme management.
- Undertake any other duties that may reasonably be required consistent with the responsibilities of the role.



Requirements

- Strong knowledge of construction processes, sequencing and site management.
- Experience working within Construction Management, Principal Contractor or Design and Build environments.
- Excellent communication and interpersonal skills with the ability to build positive working relationships.
- Strong leadership skills with experience managing multiple trade-contractors on site.
- Good understanding of construction drawings, specifications and technical information.
- Experience managing project programmes and coordinating site activities to achieve key milestones.
- Strong organisational, problem-solving and decision-making abilities.
- Ability to work under pressure whilst maintaining high standards of quality and safety.
- Proficient in Microsoft Office, including Word, Excel and Outlook.
- Knowledge of JCT contracts.
- SMSTS Certification (Essential).
- CSCS Card (Essential).
- Full UK Driving Licence (Essential).

Desirable

- First Aid at Work qualification.
- HNC/HND or equivalent qualification in Construction Management, Engineering or a related discipline.
- Experience using project management and planning software such as Powerproject, CATO or similar systems.
- Strong local supply chain knowledge within Cornwall.

What's On Offer

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- Competitive salary reviewed annually.
- Performance related bonus.
- Company pension scheme.
- Professional development, training, and support towards relevant qualifications (e.g. CIOB, APM).
- Career progression opportunities, with the ability to take on greater responsibilities as the business grows.
- Opportunity to work on a diverse portfolio of commercial, residential, and mixed-use developments across the South West.
- Collaborative, supportive, and entrepreneurial culture where your ideas and contributions are valued.
- Car allowance, with reimbursable business mileage.
- The opportunity to genuinely influence the direction and success of a growing business.
- 25 days annual leave, plus bank holidays.
- As the business continues to grow, exceptional performance will be recognised through increased responsibility, leadership opportunities, and the potential to participate in long-term incentive arrangements.





Our Commitment to Inclusive Recruitment

We are an equal opportunities employer and welcome applications from all backgrounds. We actively promote good practice in eliminating discrimination in all forms through fair and inclusive recruitment processes. We are committed to building a diverse workforce and ensuring that every candidate is treated with respect and dignity. If you require any adjustments during the recruitment process, please let us know.

To apply, please email Covering Letter/CV to Joe: jalford@weareease.com



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