



# CANDIDATE PACK

Information for applicants 2023-24

**BRIMMOND**

# 'HELLO' FROM OUR MANAGING DIRECTOR



I'm delighted that you are interested in joining our team here at Brimmond.

If you are ambitious, genuinely interested in all things hydraulic, mechanical and lifting, and keen to get stuck in – you're in the right place.

Brimmond was founded in 1996, and since then we have built a strong reputation for delivering the highest quality equipment and service.

A few years ago, we put in place an ambitious growth strategy, concentrating on growing our core market within the energy sector whilst also actively diversifying into sectors in which our equipment and services compliment, for example, renewables, marine, defence and aquaculture. Another top strategic priority is to develop our people, by offering clear routes for progression and investing in training and development.

We are extremely proud of our people, with some of our team being with us for over 22 years. In our recent staff survey 100% of our team agreed that our team spirit is positive and supportive, and 97% of our staff would recommend us as an employer to a friend.

We are a good size, small enough to be responsive and dynamic but big enough to deliver first class engineering – globally.

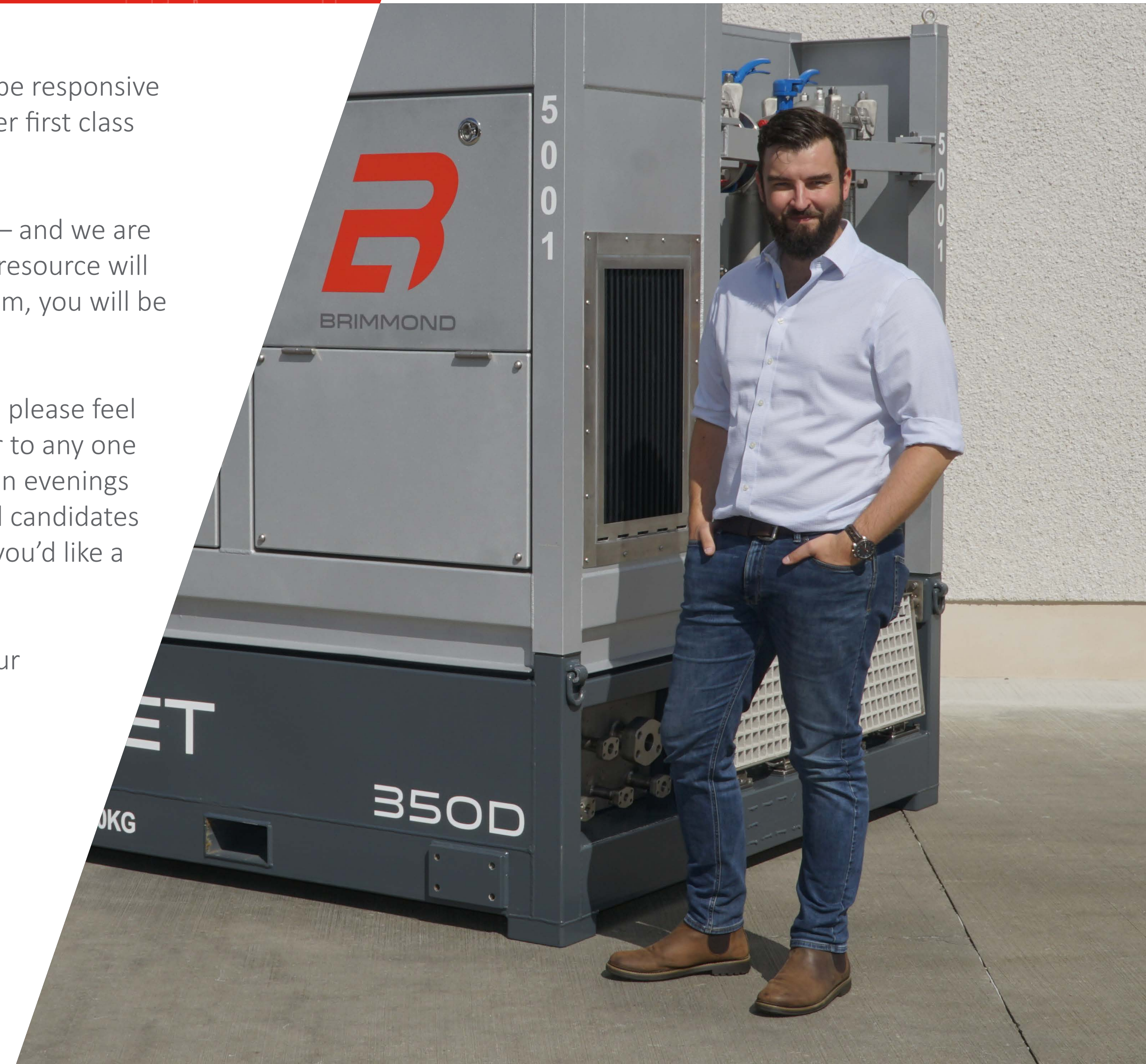
Together we have achieved so much – and we are excited at the potential having more resource will bring us. By joining our workshop team, you will be central to that future success.

If this pack has sparked your interest, please feel free to reach out to me personally, or to any one of our team. We are also holding open evenings to showcase our facilities to potential candidates – so do get in touch to book a slot if you'd like a look around.

If you'd like to arrange a chat, or a tour of the facilities, please email me at:

[Tom.Murdoch@brimmond.com](mailto:Tom.Murdoch@brimmond.com)

Thank you, we look forward to receiving your application.



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# 1. WHO WE ARE



Established as a family business in 1996, Brimmond has adapted and grown along with the fast-paced changes of the industry, whilst remaining committed to our founding principles.

We specialise in the design, manufacture, rental and repair of lifting, mechanical and hydraulic equipment for industry, from our base in Kintore, Aberdeenshire.

We understand the benefits of a joined-up approach and our wealth of integrated products and services are as ideally positioned to cater for large-scale turnkey projects as smaller independent operations, from concept to fruition.

Our products and services span four divisions:



RENTAL EQUIPMENT



DESIGN & MANUFACTURE



REFURBISHMENT & SERVICE



MARINE CRANES



We were delighted to have Energy Transition Zone Ltd visit us for a tour of our brand new fabrication and welding workshop... which wouldn't have been possible without their support!

**12 OCTOBER 2023**



What do you get when you cross thick swamp mud, icy lochs and mega obstacles with 19 Brimmond team members?...

Fun, laughter, epic photos, and over £1,500 raised for Charlie House HQ!

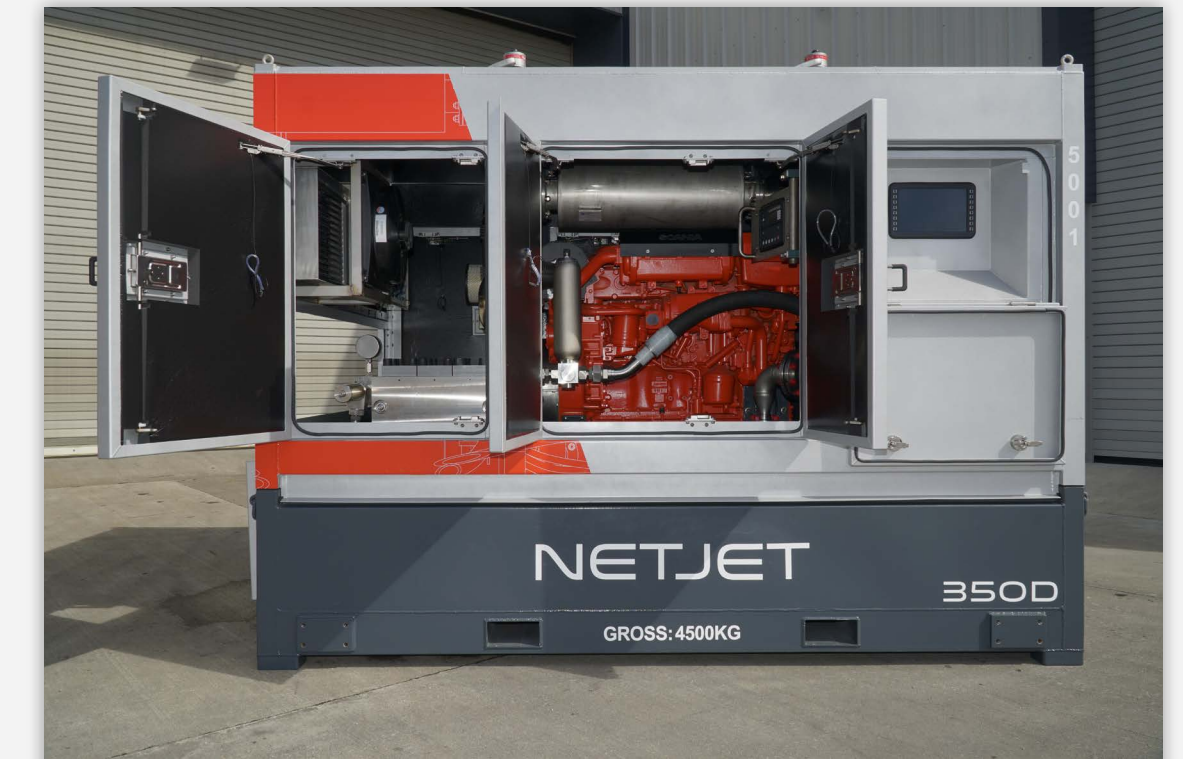
**6 OCTOBER 2023**



Tom and Steven have been on their travels to the Middle East this week, attending ADIPEC Exhibition and Conference.

Showcasing the latest strategies and innovations, the event is the world's largest gathering for the energy industry.

**5 OCTOBER 2023**



North-east Scotland based engineering specialists, Brimmond, have launched their latest technology, NetJet™ which sees them become the first company in the UK to offer a full 360° manufacture, rental and support package for high-pressure net cleaning pumps for the offshore aquaculture sector.

**16 AUGUST 2023**



# 3. OUR VALUES & CULTURE



As a family business, we remain close to our founding principles today, prioritising our people in a culture of trust, respect, collaboration and open-mindedness.

From workshop to board room, and throughout interactions across the globe, our approach is guided above all by three key values, we are:

- **Dynamic**
- **Responsive**
- **Proud**



Our people say that it's our culture that truly sets us aside from other places of work, and it's often commented on by clients and visitors.

From team lunches, BBQs and walks to charity events and away days with go-karting, archery or curling. We are a friendly and welcoming bunch that live and breathe our company values.

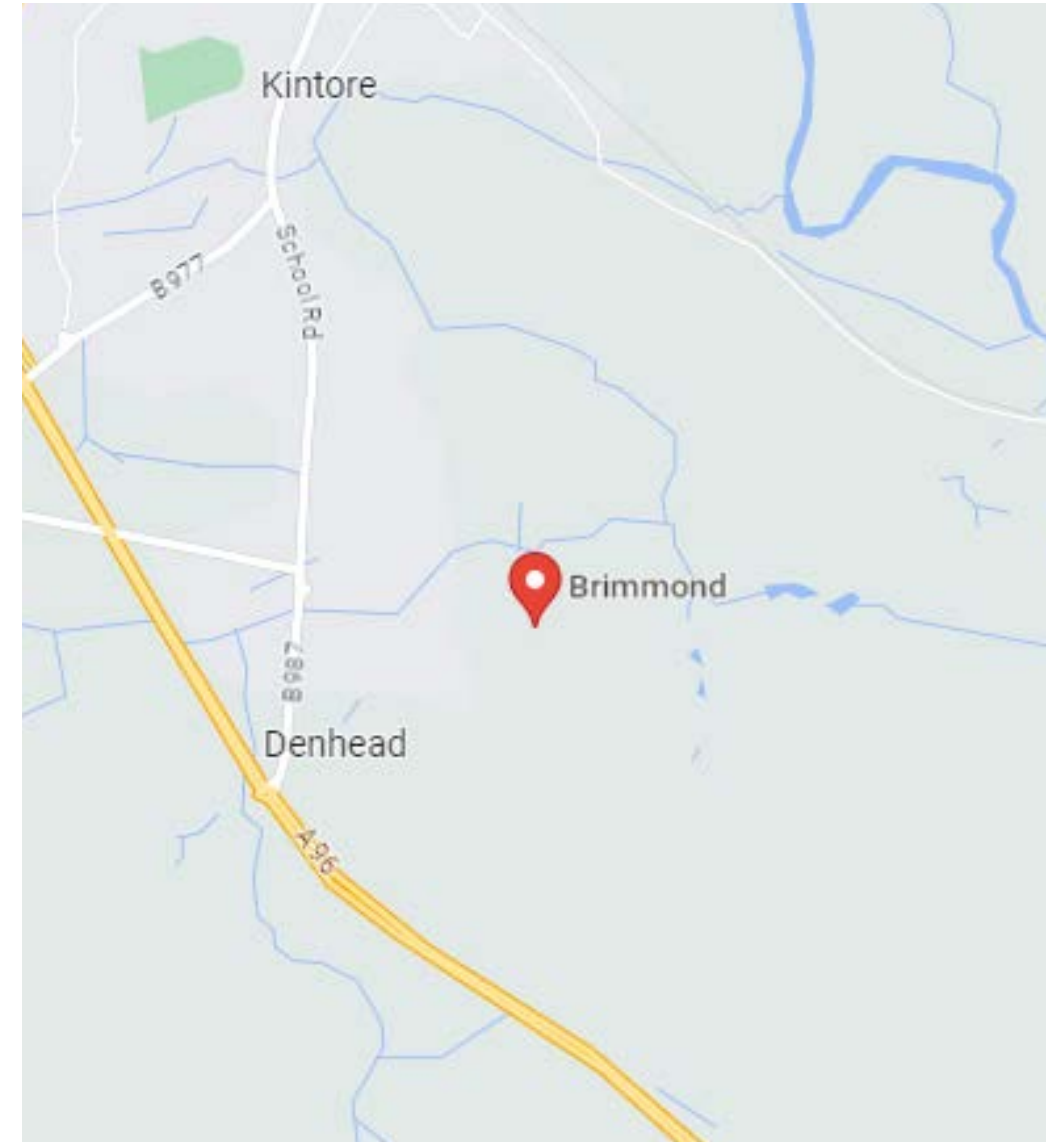


# 4. WHERE WILL YOU BE WORKING?



Our purpose-built facility is located on 2.5 acres of land in Midmill Business Park, Kintore, boasting ample yard space, office and workshop, as well as high-capacity overhead cranes.

Our premises have test facilities allowing pressure tests and load tests of up to 1000 tonnes for Cranes, LARS and winch systems, as well as storage for clients, to help create a one-stop shop facility.



[VIEW MAP ONLINE](#)



## Key highlights

**1,250**

M2 WORKSHOP AREA

**40**

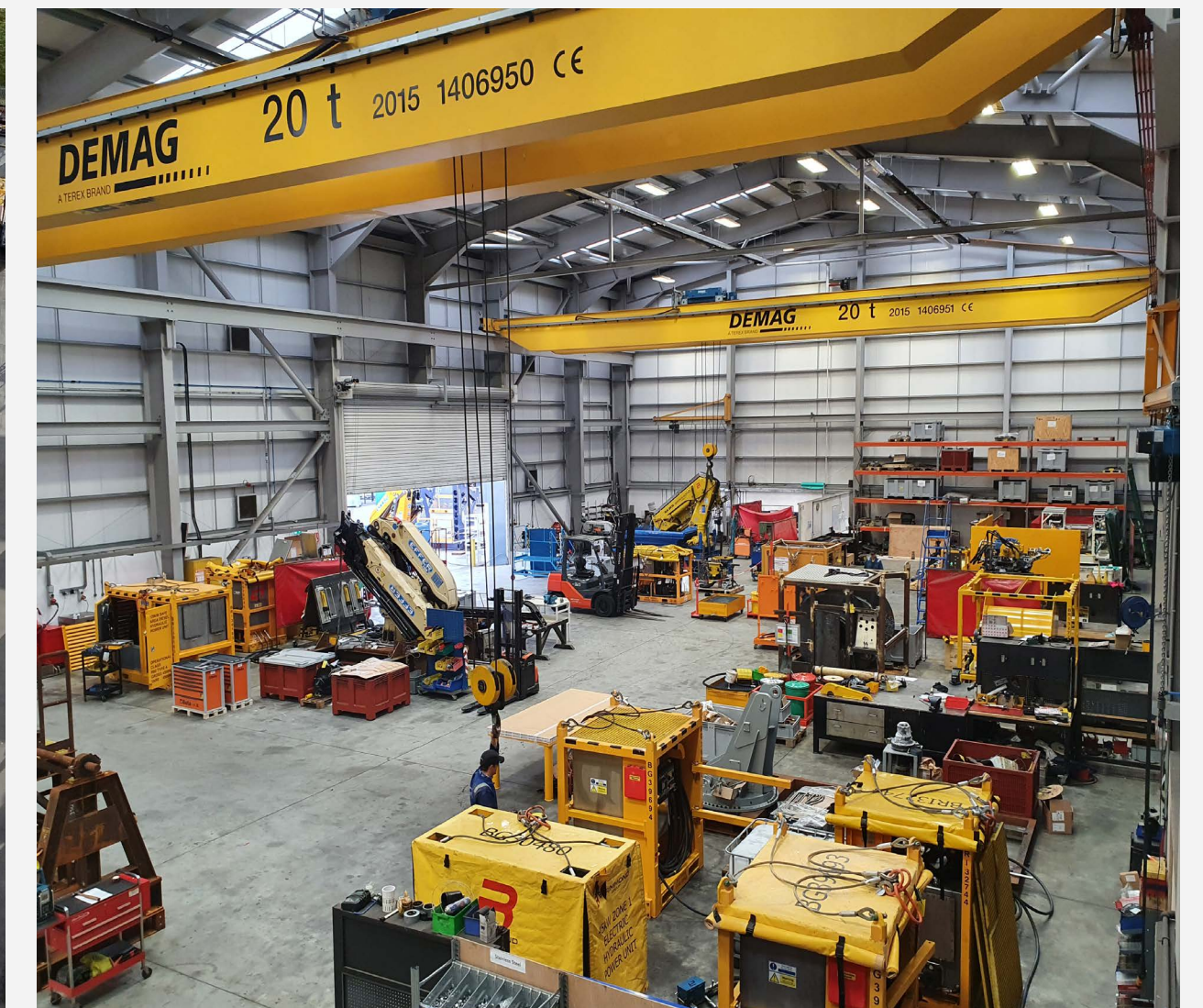
TONNES OVERHEAD LIFTING CAPACITY

**1,000**

TONNES LOAD TEST CAPABILITY

**40+**

STAFF ON-SITE



## 5. FABRICATION SHOP

Our brand-new fabrication and welding workshop was completed in October 2023.

The purpose built 1300sqft 'fab shop' has helped us with our energy transition journey in a number of ways and boasts:

- **State of the art weld fume extraction systems with auto start stop systems**
- **2x swing beam overhead cranes to negate any need for manual handling**
- **State of the art LED lighting to reduce eye strain and fatigue**





## 6. CAREER OPPORTUNITIES



**Stevie Sharp**

Stevie, our Lead Technician, recently celebrated 15 years at Brimmond. Initially joining us as temporary cover to fit out a container... he never left! Stevie's favourite claim to fame is his time working on the Queensferry crossing – the longest 3-tower cable-stayed bridge in the world- where Brimmond's cranes played an important role in the construction. Having worked in various roles, and mentored many team members over the years, Steven has played a key role in Brimmond's success, and is an invaluable part of the team.



**Pauline Cordiner**

Pauline joined Team Brimmond six years ago as our Hire Coordinator and now leads our busy rentals team as 'Rental Manager'. With almost fifteen years working in the rental market she is a fountain of knowledge and experience. More recently, Pauline graduated from Robert Gordon University with a BA (Hons) in Business Management – which she studied for part time over two years whilst working with us. We're delighted to see and support Pauline's professional development and are grateful that she's been able to apply this tenacity and professionalism to the success of Brimmond.



**Glenn Morrison**

Glenn came to Brimmond straight from school as a workshop Apprentice and nine years later works in our engineering team. In that time, Glenn has had a number of roles including Workshop Technician Trainee Draughtsperson Design Draughtsperson and is now a Design Engineer in the making. Along the way he has successfully achieved his HNC and HND in Mechanical Engineering and is now studying part time towards his degree at Robert Gordon University. A key player who lives and breathes Brimmond's values, we know the future is bright for Glenn!

## 7. WHAT OUR PEOPLE SAY



“Working at Brimmond is challenging and exciting. No two days are ever the same and I enjoy working as part of a team who solve problems together.”



“Brimmond have developed and supported my career progression to new levels that I never saw myself in when I first left school.”



“There is always support when needed, especially for new employees coming into the business. Everyone is more than happy to offer advice or answer questions or point you in the right direction.”



“There is an extremely positive morale within the company as a whole and a strong focus on involving the entire team. Team outings are also a part of the Brimmond experience whether that be team building days or other activities to ensure that everyone feels appreciated.”



“As well as holding celebrations or taking some time out to recognise individual and business-related achievements, there is always a good team atmosphere at Brimmond, which is something I have experienced very little of at other places of employment. The focus is not only on delivering a good quality product to our clients but also ensuring that everyone is a part of team Brimmond enjoys working here and feels part of the team. It is a very refreshing experience.”



## 8. OUR BENEFITS



- 30 days annual leave per annum
- Private Health Care
- Critical Illness Cover
- Income Protection Scheme
- Private Dental
- Life Assurance (death in service)
- Salary Sacrifice Pension
- Company pension
- One paid volunteer day per annum
- Charity matched funding program
- Company events
- Free onsite parking
- Onsite EV charging points
- Gym Membership
- Cycle to Work scheme
- Electric Vehicle scheme



# ANY QUESTIONS?

Get in touch, we'd love to hear from you.

 **BRIMMOND**