

CANDIDATE PACK

Information for applicants 2023-24



'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 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

Thank you, we look forward to receiving your application.



CONTENTS

1. Who we are
2. In the News
3. Values & Culture
4. Where will you be working?
5. Fabrication Shop
6. Career Opportunities
7. What our people say
8. Benefits



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.

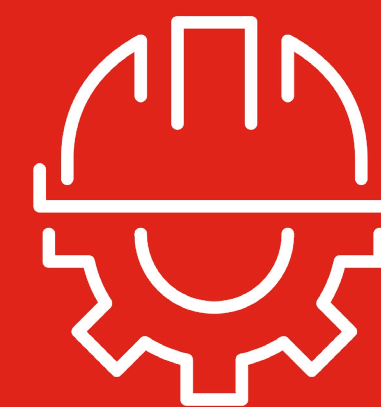
Our products and services span four divisions:



RENTAL EQUIPMENT



DESIGN & MANUFACTURE



REFURBISHMENT & SERVICE



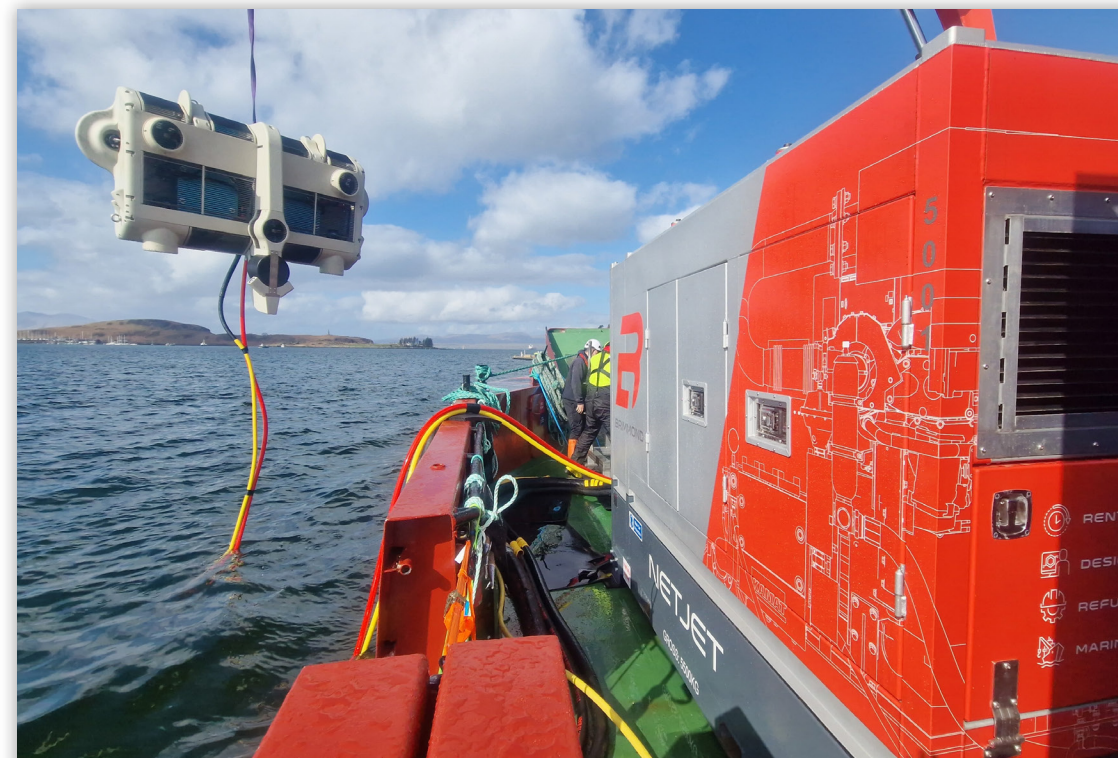
MARINE CRANES

2. IN THE NEWS



We are delighted to continue to support the RRS Sir David Attenborough - one of the most advanced polar research vessels in the world!

11 JANUARY 2024



North-east Scotland based engineering specialists, Brimmond, have launched the NetJet™ high-pressure net cleaning pump as a rental option. They are the first and only company in the UK to offer a full 360o manufacture, rental and support package for high-pressure net cleaning pumps for the offshore aquaculture sector.

30 APRIL 2024



Good luck to these two Brimmond legends who are running the Edinburgh Marathon this Sunday in aid of our charity partner Charlie House

24 MAY 2024



Seawork 2024... another brilliant event in Southampton.

Thank you so much to everyone who visited our sunny quayside stand to talk all things marine cranes - we were certainly kept busy!

17 JUNE 2024



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.

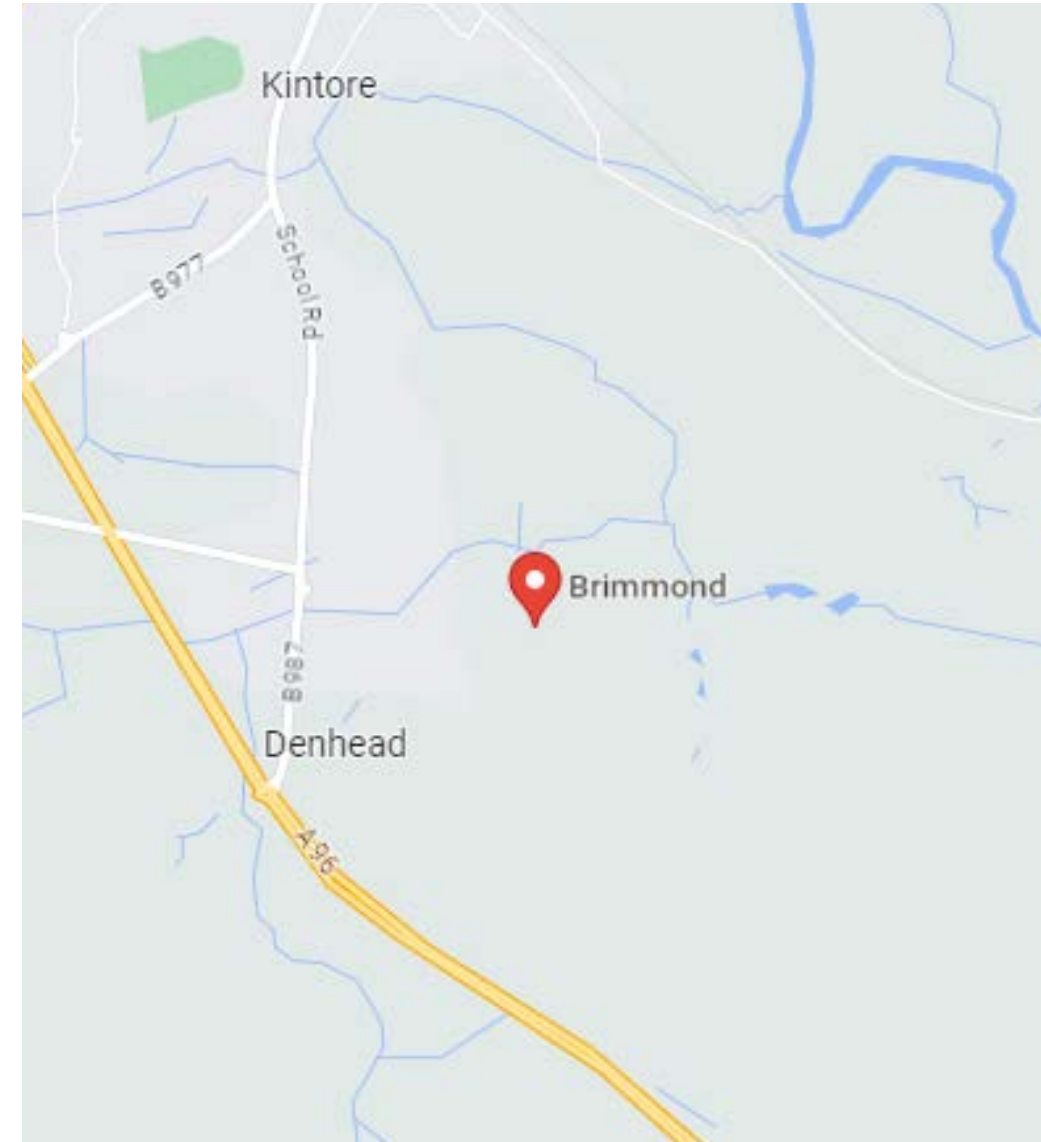


4. WHERE WILL YOU BE WORKING?



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

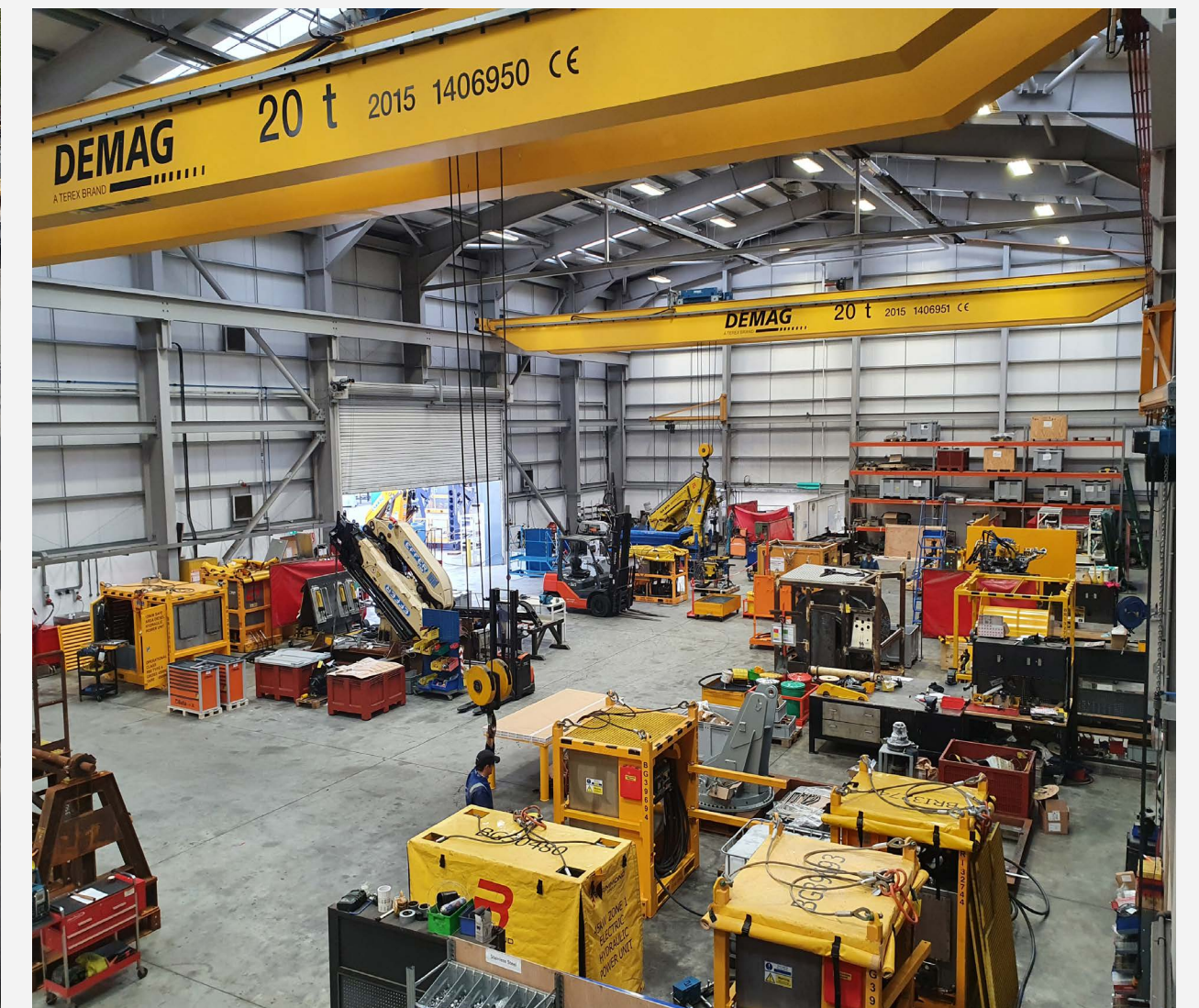
TONNES OVERHEAD
LIFTING CAPACITY

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**