

**TAKE
PRIDE**

**BE
PROUD**



**PRIDE IN
THE JOB
AWARDS 2021**

**WE'RE
PROUD**

Welcome to Pride in the Job 2020-2021.

Please join us on this journey to find the UK's most exceptional site managers.

For forty years, Pride in the Job has been at the heart of our core purpose to give consumers confidence in the quality of new-build homes. By promoting competition between site managers, by showcasing best practice and rewarding excellence, Pride in the Job celebrates the unique role that site managers play in the building of homes of the highest quality

Never more relevant

As we move into the next decade in the context of building at volume, skills shortages and increasing consumer demands, the attributes of winning site managers have never been more relevant.

“Olympic Gold” or “the Holy Grail”

We know that a Pride in the Job Award is the most valued industry accolade a site manager can achieve and competition gets tougher each year. Various described by site managers as ‘like winning an Olympic Gold’, ‘like finding the Holy Grail’, ‘the pinnacle of my career’; we know how much the competition means to the industry.

Could it be you and your team this year feeling the pride?

Take pride: The attributes of a winning site manager

Of course, house building is always a team effort, but we know that the calibre of the site manager has the greatest influence on the quality of the end product.

Winning site managers demonstrate incredible dedication, passion, commitment and leadership to produce homes of exceptional quality.

In addition to the elements in the table below, the judges look for that spark of magic that turns a good site manager into a true great.

Our Building Inspectors, Inspection Managers and Regional Directors, with assistance from external judges, apply a meticulous judging process to thousands of active sites across the UK. Marking is done against a standardised sheet and each stage of build is considered. Judging is ongoing, from the start of the competition right through to the following Spring.



Consistency

Achieving the highest standards of workmanship from all trades on site throughout the year.



Leadership

Excellent leadership skills, evident from a high level of morale and motivation within the on-site team.



Attention to detail

From the standard of workmanship to the welfare of staff, demonstrable involvement in every aspect, and working continually to raise standards on site.



Interpretation

Consistent and accurate interpretation of drawings and specifications.



Technical expertise

Ability to resolve technical issues on site.



Health and safety

Efficient health and safety controls in place, together with evidence that the welfare of all operatives on site is a priority.

HOW PRIDE IN THE JOB WORKS

Entry is automatic

Every site manager with a site registered for an NHBC Buildmark warranty product is automatically entered into the competition. There are no entry forms or fees to worry about.

A great opportunity for builders of all sizes

Pride in the Job is fully inclusive and representative of the UK house-building industry. There are four builder categories as set out below. New build, conversions and affordable housing sites are all eligible.

The categories

Small **1-50** new homes

Site managers employed by a company or group that builds between 1 and 50 new homes with NHBC warranty cover each year.

Multi-storey **5 storeys** or more

For site managers working on multi-storey projects of five storeys or more for multiple occupancy with NHBC warranty cover. This category recognises the different skill set required to manage this type of site.

Medium **51-1000** new homes

Site managers employed by a company or group that builds between 51 and 1,000 new homes with NHBC warranty cover each year.

Large **1000+** new homes

Site managers employed by a company or group that builds 1,001 or more new homes with NHBC warranty cover each year.

BE PROUD: FOUR LEVELS OF AWARDS

Quality Awards

We will announce around 400-450 first round winners in June 2021 to recognise the best site managers in each category.

Seal of Excellence Awards

Chosen from the Quality Award winners, the Seal of Excellence Awards for each region will be presented at our Regional Award events in Autumn 2021.

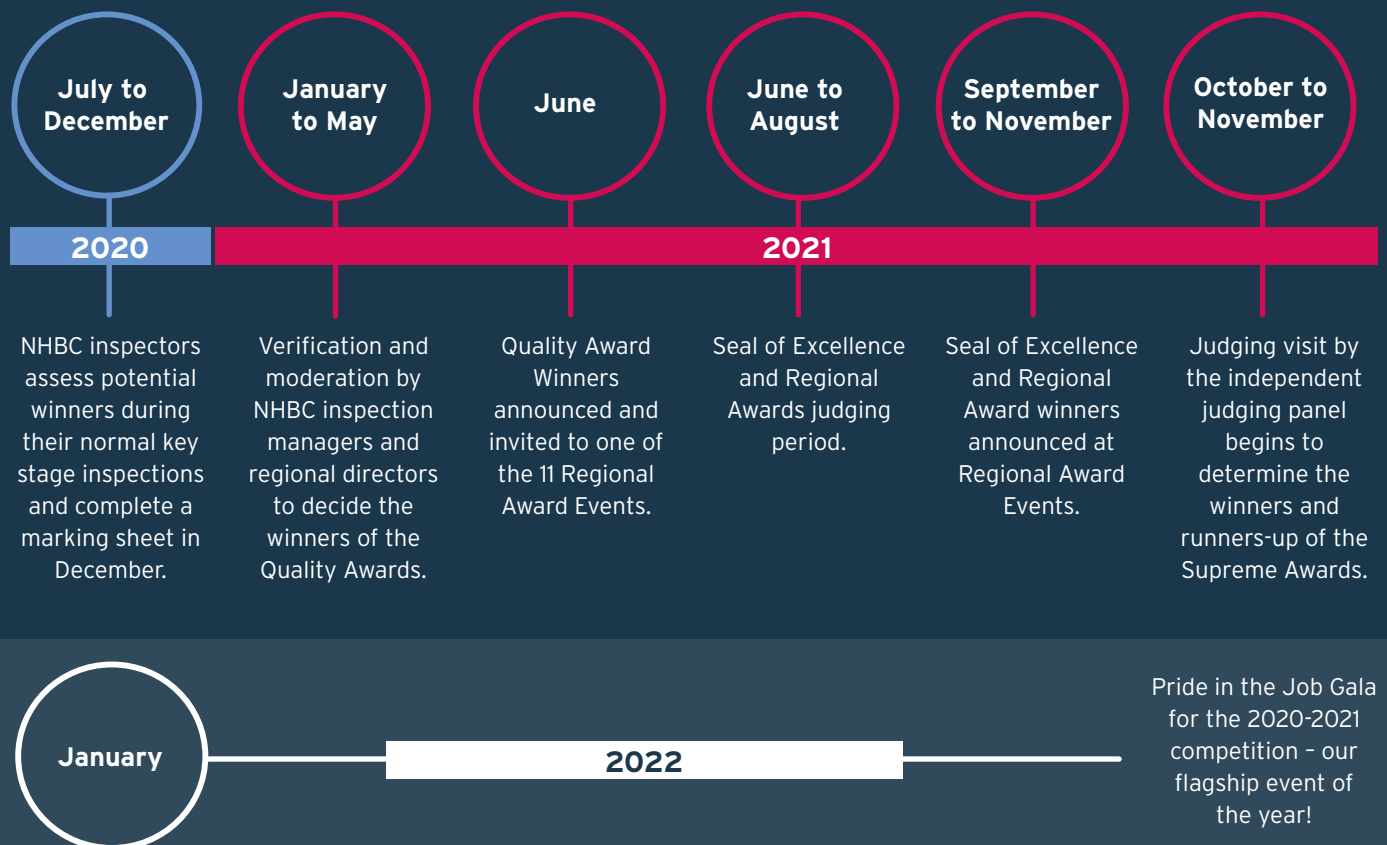
Regional Awards

At the same events, one Regional Award winner per category will be selected from the Seal of Excellence Award winners. The Regional Award winners will go forward to compete for the Supreme Awards.

Supreme Awards

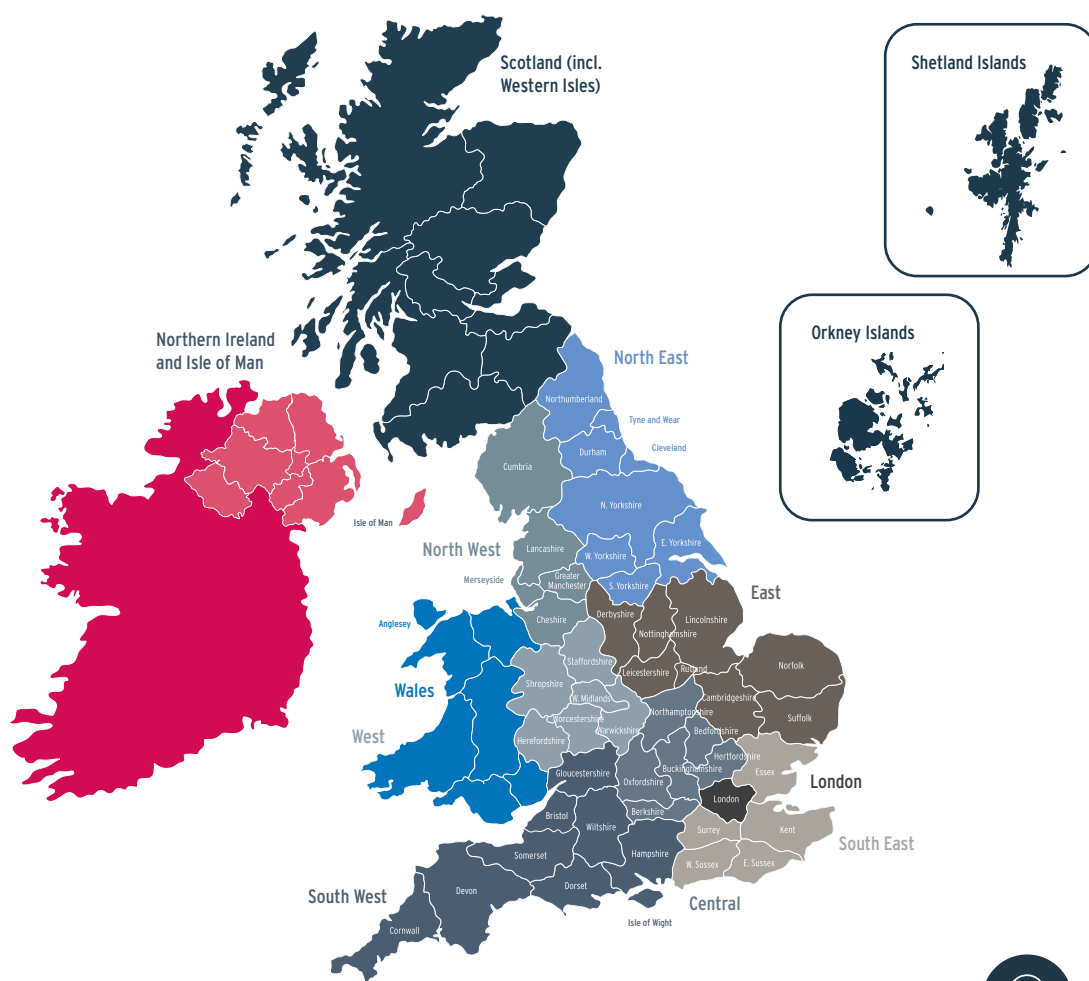
At our Pride in the Job gala in January 2022 and from the pool of Regional Award winners, we will announce the Supreme Award winners as the overall national winners in each of the four categories. We will also announce a runner-up in each category.

Judging timeline



SO, WILL YOU FEEL THE PRIDE IN 2020-21?

We wish everyone in the competition this year the very best of luck. We hope that the generations of Pride in the Job winners who have gone before you inspire you to aim high this year. There really is no better feeling than being recognised for all your hard work and dedication.



Regional Awards and locations

The number of awards presented per region is weighted in proportion to the number of active sites under inspection in that region.

The regions are:

- Scotland (incl. Western Isles, Orkney and Shetland Islands)
- North East
- South East
- West
- Northern Ireland and Isle of Man
- East
- Central
- Wales
- London
- South West
- North West

Rules of the competition

1. The Pride in the Job competition recognises the achievements of site managers. An award is won by, and presented to, the individual site manager who has overall responsibility for quality on site.
2. The competition has four rounds: Quality Award, Seal of Excellence Award, Regional Award and Supreme Award.
3. There are no entry forms to fill in. Site managers are automatically entered into the competition.
4. A qualifying site is one that is registered with NHBC, contains homes registered for a Buildmark warranty product and has sufficient stages of work taking place to make a suitable assessment. Both new build and conversion schemes can be considered as qualifying sites.
5. All site managers with a qualifying site have an equal opportunity within their competition region to win Quality and Seal of Excellence Awards. Regional and Supreme Award Winners are the site managers judged best in each of the award categories at regional and national (UK) level respectively.
6. To be eligible for an award, the site manager should remain in the employment of the organisation responsible for the nomination site until the winners are announced.
7. Sites being built for a developer by a contractor will qualify for the competition provided they comply with Rule 4. An award given to a site manager in these circumstances will be for that site manager employed by the contractor building on behalf of the developer.
8. All marking is based on a six-point scale in a marking system with 38 score lines that covers all the main construction stages, plus a section to review the abilities of the site manager and their quality system.
9. For a site to have an eligible mark, at least 50% of the score lines will have been marked. This is subject to change at the sole discretion of the judges.
10. Site marking will be undertaken by way of unannounced site visits with the following judging teams:
 - **Initial nominations** – the local building inspector and their inspection manager;
 - **Quality Award level** – the local regional director and an inspection manager;
 - **Seal of Excellence and Regional Awards** – the local regional director, another regional director and an external judge
 - **Supreme Awards** – two regional directors and an external judge.External judges are selected for their knowledge and experience in the house-building industry. They will have no current affiliation with any registered house builder in the region being judged.
11. Judges will assess the managerial skills demonstrated by site managers in their day-to-day work.
12. If a site manager moves to a new site within the judging period, they may be 'tracked'. The site manager will be assessed for an award based on the evidence from both sites.
13. If a manager moves to a new employer during the judging period, the judging will start from scratch on their new site. The manager may become eligible for an award if there is sufficient time and build activity upon which to base a decision.
14. Where a site manager moves to a new employer after receiving a Quality Award, they will not proceed any further in that year's competition.
15. Sites that come to a conclusion before the normal decision period for the awards may be subject, at the judges' sole discretion, to an early nomination review or the manager may be tracked across to their new site.
16. Sites that have commenced late in the competition period and that do not have enough build activity to judge during the normal judging period may be subject, at the judges' sole discretion, to a late nomination review.
17. Pride in the Job flags and signs shall only be displayed on sites being managed by the Pride in the Job Award winning site manager for that site. Should the manager move to a new site, the flags and site boards are to be taken down. The site manager can display their award and site boards on the new site within the compound, but should not fly the Pride in the Job flag or otherwise display Pride in the Job Award information publicly.
18. The judges' decision is final.

Find out more

To find out about last year's winning sites in your area, more about the competition (including the marking guidelines) and to see video and photos from previous award events, please visit www.nhbc.co.uk/pij.





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