



'GREAT EXPERIENCE'
Paul Morris, Contract Manager, Hereford

'I started work with Herefordshire council in June 1998 as a refuse collection driver/loader and continued in that role until July 2000 when FCC Environment won the Refuse Collection contract. I then successfully applied for the position of Relief Supervisor but unfortunately my manager became ill and I had to step in and help out in the interim period. Another manager was eventually brought into the contract, who I worked closely with for the next eight months, and that was a great experience.

'In 2002, FCC Environment asked me to apply for the Contract Manager position in Hereford, which was a big step up for me. FCC Environment helped and encouraged me to move forward due to the passion I had to succeed – something the company could see I had. If there was anything that I was unsure about, there was always someone on hand to point me in the right direction.

'My duties as a Contract Manager include people management, budgeting and cost control, running a fleet of HGV vehicles, client relationship and ensuring the service is out every day we operate. I have also helped the tendering team achieve an extension to our existing contract. It's like running my own business but with the added support of a larger network behind me.

'Having never been in a managerial role before, the company took a risk and I wasn't going to let it – or myself – down. With ongoing training and support from the company, I have achieved success during the contract. FCC Environment always likes to promote from within and recognises the potential of its employees. It actively encourages employees to move their way up the ladder.



Paul Morris appreciates the support that FCC Environment has given him



Assistant Site Manager, Helene Wright loves the variation of her job

'I have been lucky that from starting on the ground back in 1998, I have built up an extensive knowledge of how a municipal refuse collection contract is successfully run. However, I could not have achieved what I have without the ongoing support from FCC Environment, a good working relationship with our client and, most importantly, a great team of employees that work with me.'

'NO DAY IS THE SAME'
Helene Wright, Assistant Site Manager, Wrexham

'I joined FCC Environment via the graduate programme in 2011. I studied environmental science at the University of Nottingham and wanted to work for a company where I could use my education and add value. FCC Environment's graduate programme appealed to me because I could do just that.

'I began my placement in September 2013 at Wrexham Recycling Park as a Graduate Management Trainee working for Operations Manager, Garry Smith. The programme was a great insight into the recycling and waste industry and, within the year, I completed my Certificate of Technical Competence (COTC) for Hazardous Waste Transfer and lead a number of my own projects. I was also gradually given more responsibility as part of the site management team running the Private Finance Initiative (PFI) contract with Wrexham County Borough Council. We manage and operate three household waste recycling centres (HWRCs), one material recovery facility (MRF), one transfer station and one in-vessel composting facility on behalf of the council, so there is lots of variety in the job! At the end of the

programme, FCC Environment offered me the position of Assistant Site Manager for the Wrexham PFI contract, which is what I still do and love today!

'The team I work with here at Wrexham are great and, together, we have all achieved some fantastic results. We have won awards internally, within the industry and in the health and safety world, so it's not all hard hats and high vis – sometimes we get to be glamorous at award ceremonies, too!

'FCC Environment really encourages you to develop so that you can be the best you can be. My skills are continuously developing and, since taking on the Assistant Manager role, I have completed my COTC in Mechanical Biological Treatment, Level 5 Award in Leadership and Management and Certificate of Professional Competence (CPC) Road Haulage for Transport Managers. The training team has supported me throughout my career so far here.

'Working within this industry is certainly challenging and I have had to learn a great deal from when I became a graduate with very little knowledge of the recycling and waste industry. However, it's a fantastic job that keeps you on your toes, and no day in operations is ever the same!'

MORE INFORMATION
 Visit www.fccenvironment.co.uk or follow @FCC_Environment on Twitter.



DON'T WASTE YOUR CHANCE TO SUCCEED

In a generation of creating green energy from waste and encouraging recycling, there's never been a better time to join the environmental services industry

FCC Environment is a leading UK waste and resource management company which is part of a global group with a strong heritage in providing services for communities and businesses. Most people don't realise how diversified the waste industry is, but there are lots of opportunities, from in-house lawyers to mobile plant operators!

The company works with customers and local authorities to reduce waste, recycle more and increase re-use and recovery. It's an exciting time to join FCC Environment and it is looking for people who can help it meet the challenge of turning waste – quite literally – into a useful resource.