

I LOVE MY JOB!

Richard Shroll, Regional Managing Director, Wates Construction



- **Where did you go to school?** Beverley Boys School, New Malden Surrey
- **What path did you take to get to your current position?** Started at 16years old as an apprentice Carpenter for a major contractor, joined Wates in 1989 and took the first steps into a management position as a Foreman of a Carpentry team on a project in 1990, from there my progression has all been through the site management ranks, to Operational Leadership to now Business Leadership.
- **What subjects did you study?** At school, woodwork, geography, art and Mandatory Maths and English. Post School, City and Guilds in Carpentry and Joinery and Construction Management. Also studied business and obtained a fellowship in the Chartered Institute of Building.
- **How many jobs have you had, and can you name them?** Here goes; Apprentice Carpenter, Carpenter, Foreman Carpenter, Finishing Foreman, section manager, site manager, project manager, project director, operations director, business unit manager, production director, group construction director and now Regional Managing Director.
- **What school subjects link to your career?** Woodwork, geography, maths and English.
- **A typical day in your current role looks like:** Diverse, lots of meetings, analysing business performance and risks, people engagement and strategy, meeting current customers and new to try to continually look for the next project.
- **What skills do you use daily, that you learnt at school?** The biggest is probably discipline, common sense and people skills, everything I do has to have structure and in someway engages with people, so being able to lead and motivate people is essential.
- **What is the number #1 piece of advice you've been given that helped you with your career choice?** Do something you enjoy that maximises your strengths and treat people how you would like to be treated yourself.



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- **Where do you see yourself in 5 years?** I hope still leading and motivating people to be the best they can, achieve the best results, set the best standards and enjoy their jobs in the construction sector.



Why do you love your job?

I am passionate about construction and the sector, its so unique. I love leaving long lasting legacies, both in terms of developing people and the buildings we construct. The diversity of my day/week/month no two days are the same. The continual improvements that we make and the fact that driving change is openly accepted. But most of all I love working with fantastic, highly driven, fun people who enjoy delivering and getting the best they can from any situation whilst enjoying every day.