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Management Team

**I am delighted to introduce our newly appointed management team.**



### **John Jessimer (Managing Director)**

Since our inception, we have maintained an ambitious yet achievable growth strategy. In recent years, our focus on client relationships, project expansion, divisional enhancements, and personnel development has set the stage for our future endeavours. Our commitment to excellence across all service operations remains pivotal to our success.

Our dedicated and experienced team members are central to our progress and continue to drive our success. As we expand our team, we also enhance our service offerings by introducing new divisions to complement our existing operations. This includes our latest additions, Starfish Environmental and Asbestos Services (SEAS), and our in-house scaffolding division. I am thrilled to announce a dynamic transformation within our management team, aligned with the exceptional achievements across our integrated divisions. This strategic move reflects our unprecedented success and holds promising prospects for our company, employees, and valued clients.

At Starfish Construction, we have always prioritised investing in our people. Through our internal Training & Development Hub, we provide our employees access to courses and knowledge transfer, fostering career growth and elevating industry standards. The culmination of our efforts is the newly appointed management team, a testament to our dedication to growth and excellence. As we advance, we remain committed to fostering a culture of innovation and development, ensuring the sustained success and satisfaction of our clients.





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## Office Support Team

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### **Helen Blair (Accounts Manager)**

Helen has taken up the position of Accounts Manager. Helen will be responsible for all activities contributing to monthly Management & Financial accounts production. Supporting Helen in her role are Samantha Rennie and Emma Punshon. As our group of companies and client service solutions increase, the continued production of accurate and timely accounting information for us and all project stakeholders will be essential.

### **Cheryll McElroy (Administration Manager)**

Cheryll, currently on Maternity Leave, will assume the position of Administration Manager on her return. The administration department is an important support function impacting every aspect of the company's business operations. Samantha Rennie supports Cheryll in undertaking the broad spectrum of work covered by the department.

### **Samantha Rennie (Administration Assistant)**

We've promoted Samantha from the role of Office Junior to Administrative Assistant. Samantha has worked extremely hard and has completed an Open University qualification. She currently undertakes a dual role and is involved in the business's accounting and administrative activities. With her attitude and approach to continued learning and development, we are encouraged that Samantha will continue progressing in her career within the company.

## **Tommy Cadden (SEAS – SHEQ Director)**

Tommy has worked closely with Jamie Purdon to help establish Starfish Environmental & Asbestos Services Ltd over the past few years. Tommy's vast experience will be necessary in assisting the growth of SEAS in the coming months and years.



## **Adam Denton-Beaumont (Project Director)**

With Joe McCabe, Adam will be responsible for delivering projects safely, effectively, and efficiently. Adam's knowledge and experience in delivering large-scale curtain walling and rainscreen cladding projects will be essential within Starfish Construction and for our clients. He will also manage the Tactical & Strategic delivery of our projects.

Additionally, an equally important task for Adam is to oversee the growth of our London Operational Hub. This Hub, based in the capital city, will service London & The South. The potential for growth and expansion is unlimited.



## Joe Fay (Pre-construction, Compliance & Training Director)

Joe will be instrumental in ensuring the smooth and seamless transition from the planning stages to the on-site delivery of all projects. Joe will work with Adam Denton-Beaumont and Joe McCabe. Joe will provide much-needed support to Adam and Joe McCabe and ensure that everyone in the Project Delivery Team is trained, competent and qualified to undertake their appointed role.

Joe will interface with Tommy Cadden to ensure our Integrated Management Systems and procedures are up-to-date and relevant. Joe will also ensure we fully comply with our IMS systems and processes. Part of his role is ensuring that Procore, our Construction Management Software, effectively manages our projects' progress.

The continued advancement of our Training & Development Hub, developing courses and providing guidance to employees also falls under Joe's remit.



## Martin Gaughan (Head of Design & Technical)

Martin will ensure that our site measurement, design, procurement, and technical requirements concerning our traditional services are well-catered for. Martin will provide technical assistance and support to our Project & Site Managers. He will create the Technical Drawings and assist in ensuring that the scope and specification of works are depicted accurately in the technical drawings and that all Project Management team members are fully aware of the installation method.

As well as visiting sites to take and oversee site measurements, Martin will undertake Quality Inspection and provide feedback and guidance on the "Golden Thread" associated with all contracts. Martin will work closely with Joe Hulley and Gary Isaac. A critical task for Martin and Joe Hulley will be developing our Design Capability, an essential component for our future success.



## Daniel Jessimer (Commercial Director)

Daniel will ensure the prompt and competent completion and return of all tender and bid opportunities. A critical task of his role is to support our current and prospective clients with shared knowledge and data and securing projects that fit our business model and that bring value to clients. The responsibilities also encompass submitting monthly valuations, invoices, variations and producing CVR reports. For the time being, Daniel continues to work alongside Shaun McCluskey.



## Joe Hulley (Head of Façade Design & Technical)

Joe will ensure effective and accurate site measurement, design, procurement, and technical requirements, concerning Façade project delivery. Joe will create open and guiding communications with our Project & Site Management staff, building their continued knowledge of the build sequence and the quality of installation required on site. Joe will create and oversee the creation of accurate Technical Drawings and ensure that the technical drawings accurately depict the scope and specification of works.

Joe will ensure the accurate recording of dimensions on-site to assist in the design development activities. Joe will also participate in on-site Quality Inspection and provide feedback and guidance on the “Golden Thread” associated with these large-scale façade projects. Joe will work closely with Martin Gaughan and Gary Isaac.



## **Bradley Kafouros-Smith (Project Manager)**

Bradley's in-depth knowledge of leading and managing façade installation teams has added to our company's expertise and skill set. Bradley has developed quickly and effectively over the past year and plays a significant role in delivering our large-scale façade projects. Bradley will play a vital role in delivering façade projects across the UK. We anticipate our involvement and client support in façade projects will significantly increase over the next five to ten years. Bradley will play an essential part in delivering these façade projects and supporting the growth of Star Façade Ltd.



## **Joe McCabe (Technical & Construction Director)**

Joe will work with Adam Denton-Beaumont. Joe and Adam will lead an expanding Project Management Team capable of delivering all projects safely, on time, within budget and to the client's satisfaction.

It is also Joe's responsibility to support Martin Gaughan and Joe Hulley in driving the development of our in-house Building Design division.



## Shaun McCluskey (Operations Director)

Shaun's position is to oversee all aspects of the company's activities. Shaun will be responsible for ensuring that all divisions and service functions of the business are well-resourced and working synergistically to deliver the Goals and Objectives set out in our Annual Strategic Development Plan. Shaun will also deputise for me in my absence.

Shaun will continue to work alongside Daniel in managing and further developing our commercial division alongside his new position for the time being.



## Kevin McCormack (Director of Business Development)

A key objective of Kevin's role is to assemble a team of Business Development Managers, experienced and capable of generating business where we add value for customers in Scotland and the North of England. Kevin will recruit and train team members to Starfish Construction's ethical sales standards, focused on our sales strategy.

Kevin will liaise with the company's Telesales and Telemarketing and Commercial divisions. He will also coordinate the activities of our sales, marketing and communications partner, Advanceworx, to ensure that we become a voice of our industry, sharing our knowledge through our communications client support.





## Jamie Purdon (SEAS – Director)

Starfish Environmental & Asbestos Services Ltd (SEAS). is a specialist company within the Starfish Construction Group. It is a separate legal entity from Starfish 9 Ltd., trading as Starfish Construction. However, working in collaboration, SEAS supports our client base and their properties. Jamie will continue to grow SEAS throughout the UK. His critical goal is to attain a 3-year HSE Licence in October of this year. Under the management and supervision of Jamie, we also have a strategy and target to develop the turnover of SEAS in 2023-24 to achieve £1 million.



## Nathan Jessimer (SEAS – Director)

Nathan Jessimer is an integral Starfish Construction team member and is now a SEAS Director. He boasts an impressive five-year tenure with the company, during which he has acquired a diverse skill set encompassing various service functions. His extensive expertise in non-destructive survey testing methods, such as electronic leak detection and moisture scanning, has proven invaluable.

Nathan continually contributes to many areas within the Starfish Construction group of companies, extending support beyond his role as a surveyor and consistently delivering technically robust surveys, cultivating strong relationships with prominent UK public, private, and blue-chip firms. As SEAS Director, Nathan brings excellent value to our customer networks and colleagues.

With a BSc in Business Studies, a BOHS-certified Asbestos Surveyor, SSSTS certification, and remote pilot qualification for SUA drone operations, Nathan Jessimer combines his knowledge and experience to elevate Starfish Construction and SEAS standing in the construction industry.



## John Reilly (Senior Site Manager)

John will undertake the role of Senior Site Manager. John has contributed excellently to the company since re-joining in a managerial capacity. The experience John has gained in working on large complex projects has helped propel his career advancement.



## Joe Sheridan (Head of Traditional Roofing)

Joe will become actively involved in and oversee all traditional roofing projects, including Felt Membrane, Single-Ply, Liquid Applied Coatings, Slating & Tiling and profiled metal roofing and cladding projects. Joe will aid, guide and support our Project and Site Managers.

A key goal for Joe is to grow our in-house self-delivery capabilities both North & South of the border over the next few years. Once again, Joe will work closely with Joe Fay, Joe McCabe, and Adam Denton-Beaumont to achieve this critical objective. Part of Joe's remit will include developing our Project and Site Managers.



## **Karen Slaven (Head of Telesales/Telemarketing)**

Karen's primary remit is to build a team of Telesales and Telemarketers who continually promote awareness of the Starfish Construction Group brand, services and project solutions using various communication platforms. Karen will collaborate with the Business Development and Commercial divisions and our sales, marketing and communication partner, Advanceworx. In addition to developing awareness of our company and solutions, Karen will build appropriate sales enquiries for the company. Karen will also continue to oversee the submission of PQQs, with the assistance of the administration team.



## **David Sloan (Head of Scaffolding)**

Our ability to self-deliver the access and scaffolding element of our projects through our in-house National Access & Scaffolding Confederation (NASC) accredited membership Starfish Construction scaffolding division have significantly benefited our company and clients. David Sloan, Head of Scaffolding, is responsible for ensuring the safe and compliant delivery of our scaffolding and access requirements across all service solutions and projects. As an essential support service to our UK-wide projects, David will manage all aspects and people within this division.

We fully expect to create a dedicated group company for Starfish Scaffolding Ltd. within the next 12 months and operate as an independent company within the Starfish Group of companies.





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