

BONNER CONSTRUCTION LTD

Job Description

Multi-Skilled Tradesman

Reports to	Company Directors
Location	South Warwickshire, the Cotswolds & West Oxfordshire (travel between sites required)
Hours	Full-time, Monday–Friday, 8 hours per day
Salary	From £24 per hour (or equivalent day rate), dependent on experience — we will pay above this range for the right person
Contract type	Employed (PAYE) or Self-Employed (sole trader/CIS) — basis to be agreed with the successful candidate

Purpose of the Role

Bonner Construction is a well-established, family-run construction business operating across South Warwickshire and the Cotswolds. We are looking for an experienced and enthusiastic Multi-Skilled Tradesman to join our team on a full-time, long-term basis, engaged as either PAYE employed or self-employed/sole trader, depending on the successful candidate's circumstances.

The role holder will carry out a broad range of general building and construction tasks across our project sites, working both independently and as part of a team, to a consistently high standard. We are looking for someone who wants to become a long-term, valued member of the team.

Key Responsibilities

- Carry out general building and construction work across a range of trades and disciplines, as directed by site management.
- Deliver work to a high, consistent standard, taking pride and ownership over the quality of finish.
- Work effectively both independently and as part of a wider site team.
- Use initiative to identify and resolve practical problems on site.
- Maintain and use own tools and equipment in a safe and proper manner.
- Travel between sites across South Warwickshire, the Cotswolds and West Oxfordshire as required.
- Maintain punctuality, reliability and a well-presented appearance on site.
- Represent Bonner Construction professionally when dealing with clients, subcontractors and members of the public.
- Follow all site health & safety requirements, including use of appropriate PPE and adherence to risk assessments/method statements.
- Report any accidents, near-misses, or hazards to the site manager/director promptly.
- Take on additional responsibilities and mentor junior team members as experience develops.

Person Specification

Essential

- Proven experience across a range of construction and building trades.
- Good working understanding of general building and construction practices.
- Competent, practical, and able to work to a high standard with minimal supervision.
- Own reliable vehicle.

- Punctual, reliable, and well presented.
- Able to work effectively both independently and as part of a team.
- Enthusiastic, hardworking, and takes pride in their work.
- Positive attitude and willingness to take on a variety of jobs and challenges.
- Strong initiative and problem-solving ability on site.
- Full, valid UK driving licence.
- Legal right to work in the UK.

Desirable

- Relevant trade qualifications / NVQ or equivalent.
- Valid CSCS card (or willingness to obtain one).
- First Aid at Work certification.
- Experience specifically within residential/domestic construction or renovation projects.

What We Offer

- 8-hour working days, Monday to Friday.
- A varied workload across South Warwickshire, the Cotswolds and West Oxfordshire.
- Competitive pay, depending on experience, skill and ability.
- Flexibility to be engaged as PAYE employed or self-employed/sole trader.
- The opportunity to work within a friendly, established family-run business.
- Opportunities to develop skills and take on additional responsibility as you become established within the team.
- 28 days' paid holiday per year for employed (PAYE) staff, inclusive of bank holidays, pro-rated for part-year working.
- Workplace pension with employer contributions via auto-enrolment for eligible employed (PAYE) staff.
- Statutory Sick Pay for employed (PAYE) staff, in line with current government rates.
- Mileage expenses claimable for travel between sites (PAYE staff), paid at HMRC-approved rates.

Terms of Employment

This role is open to both employed (PAYE) and self-employed (sole trader/CIS) applicants. The final basis of engagement will be agreed with the successful candidate once their circumstances and preference are known, and should be confirmed against HMRC employment status guidance before contracts/terms are issued.

How to Apply

Please send your CV, along with a brief introduction about yourself and your experience, to accounts@bonnerconstruction.co.uk

Equal Opportunities

Standard equal opportunities statement confirming Bonner Construction is an equal opportunities employer and does not discriminate on the basis of age, disability, gender reassignment, marriage/civil partnership, pregnancy/maternity, race, religion or belief, sex, or sexual orientation.

This job description reflects the current requirements of the role. It is not exhaustive and may be reviewed and amended from time to time in line with the needs of the business.