

BONNER CONSTRUCTION LTD

Job Description

Labourer / Trainee Labourer

Reports to	Company Directors
Location	South Warwickshire and the Cotswolds (travel between sites required)
Hours	Full-time, Monday–Friday, 8 hours per day
Salary	£13 - £15 an hour (or equivalent day rate), rising with skill and experience
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, the Cotswolds and West Oxfordshire. We are looking for a hardworking and enthusiastic Labourer / Trainee Labourer to join our growing team, engaged as either PAYE employed or self-employed/sole trader, depending on the successful candidate's circumstances.

The role holder will support our tradesmen and wider site team with general labouring duties across our project sites. No previous construction experience is necessary. We're looking for someone with the right enthusiasm, punctuality and willingness to learn, and we'll provide the training. This is an excellent opportunity for someone looking to start or develop a career in construction, with the chance to gain practical experience, qualifications and specialist skills as they progress within the team.

Key Responsibilities

- Assist Multi-Skilled Tradesmen and the wider site team with day-to-day construction and building tasks.
- Carry out general labouring duties, including moving, loading and unloading materials, and site preparation.
- Keep site work areas clean, tidy and organised.
- Support the safe and proper use of hand tools and basic site equipment.
- Travel between sites across South Warwickshire, the Cotswolds and West Oxfordshire as required.
- Maintain punctuality, reliability and a well-presented appearance on site.
- 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.
- Show a genuine willingness to learn, taking on new tasks, machinery operation and specialist skills as training and experience develop.
- Represent Bonner Construction professionally when dealing with clients, subcontractors and members of the public.

Person Specification

Essential

- Physically fit and comfortable with manual work.
- Full, valid UK driving licence.

- Own reliable transport to get to and from site.
- Reliable, punctual and able to work well as part of a team.
- Strong work ethic and a willingness to get stuck in.
- Eager to learn and develop new skills.
- Positive attitude. Enthusiasm and attitude are valued as highly as experience.
- Legal right to work in the UK.

Desirable

- Previous construction experience (not required — full training provided for the right person).
- Valid CSCS card (or willingness to obtain one).
- Relevant trade qualifications, or willingness to work towards recognised qualifications.

What We Offer

- 8-hour working days, Monday to Friday.
- Starting pay from £13 - £15 an hour (or equivalent day rate) depending on skill and experience.
- Flexibility to be engaged as PAYE employed or self-employed/sole trader.
- The opportunity to progress within a growing, family-run business.
- Further training provided once you've demonstrated your ability to work hard, show enthusiasm and become a valued member of the team.
- Training in machinery operation and specialist construction skills, with the opportunity to work towards recognised qualifications.
- 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 get in touch with your CV, along with a brief introduction about yourself, to accounts@bonnerconstruction.co.uk

Equal Opportunities

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.