

winner: successful people jon baber, east grinstead

Throughout the year Jon has demonstrated attributes consistent with all of Capita Symonds' core values.

On any of five counts he would be eligible for the Successful people award. When all five are combined he must be the outstanding candidate.

His first significant success of the year was securing the commission for the Second Midtown immersed tube tunnel in Virginia, USA. In doing so he utilised the market intelligence gathered from engaging with fellow world experts through gatherings of the International Tunnel Association and through relationships he has built with international contractor and client organisations. This commission is worth a potential £2m to Capita Symonds over the next five years.

Jon followed that success with the award of the first design contract let by Crossrail. Leading a small team for a one week tender for the tunnel portal design at Royal Oak near Paddington, he identified a winning angle, offering an alternative design sequence to that specified by the client. This solved what had been considered an intractable construction programme problem. He was able to present his proposals effectively at interview such that the commission was attained through the quality of our submission and team. In this way we gained the contract ahead of lower priced rivals. The tender embodied the values of leadership and empowerment, creative solutions, commercial understanding, energy and enthusiasm.

That same energy and enthusiasm has been displayed in leading the team of 40 established in Crossrail's Canary Wharf Office delivering the design. Jon has overseen the rapid mobilisation and established an excellent spirit through respect for the first class individuals in the team and the value of their contributions. His orchestration of this team and the open culture adopted with both client and Delivery Partner (Bechtel) has resulted in the Royal Oak Portal being quoted repeatedly by Crossrail as the model design project. The team, under Jon's direction, continues to produce high quality design and drawings to a challenging programme for this first element of the largest construction project in Europe.



If that were not enough, Jon acts as 'Vice- Animateur' (Deputy Leader) and sole UK representative on the International Tunnelling Association committee on Immersed and Floating Tunnels. He has given presentations to the Association on Capita Symond's work on the Limerick Tunnel in Ireland and the Bjorvka Tunnel in Oslo, Norway.

Jon also displays a commitment to the development of emerging members of the profession by continuing to act as a mentor under the company's Institution of Civil Engineers (ICE) training scheme for graduates progressing towards Chartered status.

keys to success

Jon's success in business development, raising of company profile, project delivery and people development stems from a Chartered Engineer's technical background allied to particular commercial understanding and people management skills. He leads by example.

If there is a better candidate for the 'successful people' award this year then they really must be out of this world!

NOMINATED BY:

Tim Healey, East Grinstead

CAPITA SYMONDS

successful people, projects and performance