Arcavia Consulting

MARKET INTELLIGENCE · CONSTRUCTION AND INFRASTRUCTURE

Senior moves: September 2026

Fifty-four senior appointments across UK construction and infrastructure, fourteen of them at chief executive or managing director level.

54
SENIOR APPOINTMENTS

45
DESTINATION COMPANIES

14
CHIEF EXECUTIVE AND MD ROLES

Fifty-four appointments, forty-five companies

Balfour Beatty made four and AtkinsRéalis three.

COMPANY	NAME AND NEW ROLE	MOVED FROM	REGION	EFFECTIVE
Balfour Beatty 4 MOVES 5 in 12 months	**Emma Loxton** Chief Strategy Officer	McKinsey & Company →	UK-wide	SEPTEMBER 2026
	Gavin Hanlon Electrical Project Director	Laing O'Rourke →	South West	SEPTEMBER 2026
	Joydeep Chakravorty Project Director	Worley →	London	SEPTEMBER 2026
	Tom Sanders Director of Energy Developments	Petrofac →	UK-wide	SEPTEMBER 2026
AtkinsRéalis 3 MOVES 5 in 12 months	**Ian Aldous** Practice Director	*Not recorded* →	UK-wide	SEPTEMBER 2026
	Jane Healey Brown Devolution and growth lead (title not published)	Arup →	North West	SEPTEMBER 2026
	Lisa Littlefair Practice Director	*Not recorded* →	UK-wide	SEPTEMBER 2026
BW: Workplace Experts 2 MOVES 6 in 12 months	**Billy Roden** Director of Health and Safety	Skanska →	London	SEPTEMBER 2026

COMPANY	NAME AND NEW ROLE	MOVED FROM	REGION	EFFECTIVE
	Harsha Javvaji Project Director	Mace →	London	SEPTEMBER 2026
Ridge and Partners 2 MOVES 5 in 12 months	**Chris Hoesli** Partner - Defence & Security	WSP →	Yorkshire & Humber	SEPTEMBER 2026
	Graham Sant Partner	BWB Consulting →	UK-wide	SEPTEMBER 2026
Ramboll 2 MOVES	**Graeme Dodds** Director of Urban & Transport Planning	Jacobs →	Scotland	SEPTEMBER 2026
	Mark Baynham Market Director, Highways	Mott MacDonald →	Scotland	SEPTEMBER 2026
WSP 2 MOVES	**Chris Morgan** Transport Sector Growth Lead	Arcadis →	UK-wide	SEPTEMBER 2026
	Gavin Stonard Managing Director, Water UK & Ireland	Costain →	UK-wide	SEPTEMBER 2026
Caddick Construction 3 in 12 months	**Joe Rawlinson** Project Director	GMI Construction Group →	North West	SEPTEMBER 2026
AECOM 2 in 12 months	**Darren Cook** Highways & Streets Sector Director, Europe & India	Arcadis →	UK-wide	SEPTEMBER 2026
Great British Energy - Nuclear 2 in 12 months	**Andrew Stephenson** Chief Commercial Officer	National Highways →	UK-wide	SEPTEMBER 2026

COMPANY	NAME AND NEW ROLE	MOVED FROM	REGION	EFFECTIVE
Keltbray 2 in 12 months	**Matthew Beeson** Programme Director - Defence & New Markets	Amentum →	London	SEPTEMBER 2026
Morgan Sindall Infrastructure 2 in 12 months	**John Duncan** Project Director	AWE →	South East	SEPTEMBER 2026
Neilcott Construction 2 in 12 months	**Tim Smith** Operations Director	NG Bailey →	South West	SEPTEMBER 2026
Permasteelisa Group 2 in 12 months	**Seb Fossey** Chief Executive Officer	McGee Group →	UK-wide	SEPTEMBER 2026
VolkerStevin 2 in 12 months	**Mike Macleod** Framework Director	M2 Management Solutions →	Scotland	SEPTEMBER 2026
A2Dominion	**Kelly Harris** Operations Director, Repairs	Durkan →	UK-wide	SEPTEMBER 2026
Anglian Water @one Alliance	**Bryan Kennedy** Delivery Director	AmcoGiffen →	Midlands	SEPTEMBER 2026
Berneslai Homes	**Emma Burton** Executive Director, Property Services	Bromford Flagship LiveWest →	UK-wide	SEPTEMBER 2026
Black & Veatch	**Stewart Cash** Managing Director & EMEA Regional Leader, Infrastructure Advisory	Arcadis →	UK-wide	SEPTEMBER 2026
Bovis	**Lesha Chetty** Managing Director, Consulting	Mace Consult →	UK-wide	SEPTEMBER 2026

COMPANY	NAME AND NEW ROLE	MOVED FROM	REGION	EFFECTIVE
Bristol Airport	**Charley Maher** Chief Executive	South Staffordshire Plc →	South West	SEPTEMBER 2026
Drees & Sommer UK	**Julian Henley** Director - Infrastructure	Rider Levett Bucknall →	Midlands	SEPTEMBER 2026
Edinburgh Airport	**Mark Johnston** Chief Executive	London Gatwick →	Scotland	SEPTEMBER 2026
Elliott Wood	**Charlie Scott** Executive Director	Waterman Structures →	London	SEPTEMBER 2026
Galliford Try	**Vicky Nugus** Strategic Development Director, Environment	Kier →	UK-wide	SEPTEMBER 2026
Gardiner & Theobald	**Andrew McPartlin** Partner	Arcadis →	UK-wide	SEPTEMBER 2026
Glencar	**Richard Lakin** Project Director	Torsion Construction →	Midlands	SEPTEMBER 2026
GOLDBECK UK	**Matthew Ashwell** UK Managing Director	Balfour Beatty →	UK-wide	SEPTEMBER 2026
H&MV Engineering	**Daniel Easthope** Managing Director	Mace →	South East	SEPTEMBER 2026
Heathrow	**Kerry Bangle** Surface Access Director	WSP →	London	SEPTEMBER 2026

COMPANY	NAME AND NEW ROLE	MOVED FROM	REGION	EFFECTIVE
HS2 Ltd	**Neil Holm** Chief Programme Officer	BAE Systems →	UK-wide	SEPTEMBER 2026
Kier Group	**Stephen O'Brien** Regional Director KME	Laing O'Rourke →	London	SEPTEMBER 2026
McLaren Construction Group	**Martin Ewing** Divisional Director, Construction Management & Specialist Projects	Sir Robert McAlpine →	UK-wide	SEPTEMBER 2026
Mitie	**Chris Tyerman** Managing Director, Technical Projects & Advisory	Costain →	UK-wide	SEPTEMBER 2026
Network Rail	**Richard Allan** Deputy Regional Managing Director, Eastern Region	Chiltern Railways →	UK-wide	SEPTEMBER 2026
Office of Rail and Road	**Paul Smith** Chief Executive Officer	Fingleton →	UK-wide	SEPTEMBER 2026
Platform Housing Group	**Emma Palmer** Chief Executive	Eastlight Community Homes →	UK-wide	SEPTEMBER 2026
Severfield	**Terry Fitzmaurice** Chief Commercial Officer	Manchester Airports Group →	UK-wide	SEPTEMBER 2026
Skanska	**Andrew O'Donovan** Director, UK Ground Engineering Business Stream	BAM UK & Ireland →	London	SEPTEMBER 2026
Skanska Costain Strabag JV	**Rohan O'Grady** Managing Director, HS2 London Tunnels	CPB Contractors →	London	SEPTEMBER 2026

COMPANY	NAME AND NEW ROLE	MOVED FROM	REGION	EFFECTIVE
SLR Consulting	**Emma King** Technical Director & Regional Manager, Land Quality & Remediation	Sweco →	Yorkshire & Humber	SEPTEMBER 2026
Stepnell	**Simon Gorski** Managing Director, Construction	Bovis →	Midlands	SEPTEMBER 2026
STRABAG UK	**Peter Latham** Regional Director	Omexom UK →	UK-wide	SEPTEMBER 2026
Swietelsky UK	**Alan Atkins** Managing Director, Operations and Technical	Balfour Beatty Rail →	UK-wide	SEPTEMBER 2026
Tarmac	**Gary Brennand** SCM Director - UK & Ireland	Aggregate Industries UK →	Midlands	SEPTEMBER 2026
Willmott Dixon	**Mark Wolverson** Delivery Director, North East	Wates →	North East	SEPTEMBER 2026

Method. Moves are drawn from our own market tracking, LinkedIn, industry round-ups, the trade press and company newsrooms. Most entries were checked against the company's own announcement, a trade report or the individual's LinkedIn experience, and the month shown is when the move was announced or began. Eleven rest on industry round-ups alone, where we could not find an original announcement, and carry the month those round-ups give. Internal promotions, board and non-executive seats, and finance, HR, legal and IT roles are left out. Where a company has hired more than once in the trailing twelve months, that count is shown alongside it.

Fourteen top jobs

Five new chief executives and nine new managing directors in a single month.

Five new chief executives

Three of September's five chief executive appointments were at transport and infrastructure clients, two of them airports with major capacity and capital programmes ahead.

Seb Fossey

Chief Executive, Permasteelisa Group

Took over the global façade specialist on 28 September, leading its regional chief executives across Europe, the US, Asia Pacific and the Middle East, with Peter Bacon staying on as chairman. As group managing director of McGee from 2019 he broadened the business from demolition and groundworks into specialist engineering, after more than fifteen years at Laing O'Rourke.

Mark Johnston

Chief Executive, Edinburgh Airport

Took over on 1 October from Gordon Dewar, under whom passenger numbers grew from 9m to almost 17m, and inherits a five-year, £500m capital plan that grows the terminal footprint by 60%. He returns to his home city after two and a half years as chief operating officer at Gatwick, having previously run Glasgow Airport.

Paul Smith

Chief Executive, Office of Rail and Road

Appointed through open competition to lead the rail and road regulator from 4 January, as it prepares to take on responsibilities for the Lower Thames Crossing. He joins from regulatory advisory firm Fingleton after six years on the board of the Civil Aviation Authority, including a spell as joint interim chief executive.

Charley Maher

Chief Executive, Bristol Airport

Succeeds Dave Lees, who steps down at the end of the year after eight years, as the airport works to lift capacity from 12m to 15m passengers a year and add direct international routes from the South West. She joins from South Staffordshire Group, where she was group chief executive, with earlier roles at Wessex Water and NatWest.

Emma Palmer

Chief Executive, Platform Housing Group

Joined on 28 September to lead one of England's largest housing associations, with more than 51,000 homes. In eight years as chief executive of Eastlight Community Homes she grew it to almost 15,000 homes and delivered around 2,000 affordable homes, and she is the government's Disability and Access Ambassador for Housing.

Nine new managing directors

The nine managing director appointments ran across contractors, consultancies and specialist engineering businesses, several of them to lead a business that is growing or newly formed.

Rohan O'Grady

Managing Director, Skanska Costain Strabag JV

Appointed by Costain to lead delivery of HS2's London tunnels from October. He brings more than twenty years on complex engineering projects, the last four at CPB Contractors, CIMIC Group's construction arm in Australia.

Lesha Chetty

Managing Director, Consulting, Bovis

Leads the consultancy business Bovis has set out to grow. She spent seven years at Mace Consult, most recently as a major programme director.

Simon Gorski

Managing Director, Construction, Stepnell

Joins the Rugby-based contractor, which turned over £150m last year, forecasts 20% growth and opened its seventh office, in Exeter, in May. He spent twenty years at Lendlease, latterly as European managing director of Bovis.

Gavin Stonard

Managing Director, Water UK & Ireland, WSP

Leads WSP's water business as the sector moves into the heaviest years of AMP8 delivery, with more than twenty-five years across consultancy, contracting and client-side water roles, most recently at Costain.

Daniel Easthope

Managing Director, H&MV Engineering

Leads the UK business of the Limerick-headquartered engineering contractor, which has more than 400 engineers across data centres, utilities, renewables and critical power. He spent eight years at Mace Consult.

Matthew Ashwell

UK Managing Director, GOLDBECK UK

Takes the helm of the UK arm of the German group, which builds offices, logistics and car parks with its own prefabricated system from a new Birmingham headquarters. He joins from Balfour Beatty with more than twenty years of infrastructure and operations leadership.

Alan Atkins

Managing Director, Operations and Technical, Swietelsky UK

Covers operations, technical, engineering and safety as Swietelsky UK builds out its rail capability following the acquisition of HNRC. He joins from Balfour Beatty Rail.

Stewart Cash

Managing Director, Infrastructure Advisory, Black & Veatch

Leads infrastructure advisory across Europe and the Middle East as EMEA regional leader. He joins from Arcadis, where he was business area director for Places across the UK and Ireland.

Chris Tyerman

Managing Director, Technical Projects & Advisory, Mitie

Leads a new business inside Mitie's 16,000-strong Technical Services division, bringing its engineering capability into a more integrated offer. He joins from Costain, where he was a long-serving infrastructure managing director and led Natural Resources on an interim basis.

Specialist search for design and construction

We map these markets before we recruit into them.

Arcavia Consulting is a specialist search business built around the design and construction market. We work across the UK, Europe and the United States, on the roles that decide whether a project is won, priced properly and delivered — not on volume recruitment around them.

This report is a by-product of how we work rather than a marketing exercise. We track senior movement across construction and infrastructure every month because it is the fastest read on where work is landing, which teams are being built out and which markets are about to get harder to hire into. The same tracking is what we bring to a search.

If a pattern in these pages matches something you are planning, that is the conversation worth having. We would rather map a market properly with you before a role is written than send a shortlist against a brief that has not been tested.

What we recruit

Project and delivery
Project Director, Project Manager, Programme Manager

Commercial
Commercial Director, Commercial Leader, Estimator

Work winning
Bid Manager, Bid Writer

Planning
Planner

Design and strategy
Architect, Urban Designer, and strategic leadership hires for design firms

HOW WE WORK

We map the market first and approach from it. The register behind this list, dated and sourced person by person, is the same one that sits behind a search.

SOURCES FOR THIS ISSUE

- Our own market tracking, 8 October 2026
- Building, Construction Enquirer, The Construction Index, NCE, Inside Housing
- Company announcements and newsrooms, checked directly

TALK TO US

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