

Brimmond's Got Talent

How we foster a culture of continuous learning and development

By Lisa Glenday Murdoch

With the Brimmond team working at the forefront of technology and engineering, it's in our DNA to be curious and continuously learning.



Combine this with our core value of prioritising people in a culture of trust, respect, and collaboration; it's not surprising that we champion training and upskilling across the company.

We encourage and support members of our team who wish to pursue further qualifications or training, at all stages of their careers, and actively nurture their development. After all, it's our team's talent, knowledge and experience which sets us apart, and has earned us a reputation for high-quality, high-end products and services.

The Graduate Engineer

Our graduate program is a case in point. Laura Grant is nearing the end of her first year and is thriving here at Brimmond! After achieving a first-class Honours Degree in Mechanical Engineering from Strathclyde University, the Huntly native secured her place on the program as a graduate project design engineer. In the past year she has

spent over six months in our workshop, gaining valuable knowledge and hands-on experience, including diesel engine servicing and overhead crane training. Laura said:

"I'm now in the design stage of the program and really enjoying putting into practice everything I have learned during my stint in the workshop. It's incredibly satisfying to apply my engineering expertise to the challenge of designing projects to clients' specifications, which simultaneously meet all the standards required."

"I'm constantly developing and learning from people here. Being the only girl in the workshop was a daunting thought to begin with, but after just a few minutes I quickly realised that everyone was very supportive and wanted me to learn as much as possible. I felt part of the team immediately!"

The Apprentice

Shaun Booth is another member of the team who has flourished in one of our training programmes. Shaun is set to complete the

third year of his four-year hydraulic and mechanical apprenticeship.

The first two years of the programme were split between studying for his NC in Mechanical Engineering at Tullos College, Aberdeen and working at Brimmond. He has spent time across a variety of different departments, including hires, projects and welding. At the moment Shaun is working in our cranes servicing department, helping to refurbish and rebuild cranes. He said:

"I have relished the opportunity to combine my college studies with the hands-on experience of working with the talented engineers and technicians here at Brimmond. They're a really supportive bunch, but equally they give me the responsibility to make decisions independently too."

Shaun credits his time at Brimmond with giving his confidence a massive boost, particularly after he's been given the opportunity to travel and work on some high-profile projects, such

as the RRS British Antarctic Survey vessel – the Sir David Attenborough.

"The best work-trip I've ever been on!" he said.

The Lead Technical Support Engineer

"Just a car mechanic" is how our Lead Technical Support Engineer, Bruce Cowie, describes himself. While he is undoubtedly a highly skilled car mechanic, having previously been a Master Technician with Audi, Bruce is being very humble here!

Bruce came on board with Brimmond over 10 years ago as a mobile technician in the workshop, travelling the UK and repairing marine cranes. Since then, he has worked offshore and around the world, progressing to a valued member in our office team as Lead Technical Support Engineer.

Within his new role as Lead Technical Support Engineer, Bruce looks after all offshore and

crane department technicians, and project manages all repairs and refurbs in the workshop.

Bruce is also in charge of managing the BAS onsite annual refit scope with a team of technicians. This year he will head up the team of ten technicians attending to cover seven marine cranes, hydraulic systems and PLC systems. He said:

"Brimmond have been a huge support in helping me to develop my career. They have given me so many opportunities and put their trust in me – I'm really grateful for everything the company has done for me, and I look forward to developing my skills further so that I can give more back to them."

The Rentals Manager

Brimmond's Rental Manager, Pauline Cordiner, oversees our fleet of rental equipment and pool of personnel. She has been with Brimmond for 7 years, and recently graduated from RGU

with a BA (Hons) in Business Management, combining her studies with her full-time job. Pauline explained how Brimmond supported her in this epic achievement:

"I feel fortunate that Brimmond not only sponsored me, but also provided guidance and support during my studies. My coursework allowed me to develop new skills across a wide range of functions. Each topic was relatable to my working life and has allowed me to implement certain improvements and share my knowledge with the wider team."

On a personal note, Pauline added that juggling being a working mum with a full-time job, with studying for a degree has been something of a challenge: *"I'm still not sure if I was brave or daft! I personally feel my experience has taught my daughter an important life lesson - if you set your mind to it, you can achieve anything."*

