



Why Consider a Career with DAMM Environmental?

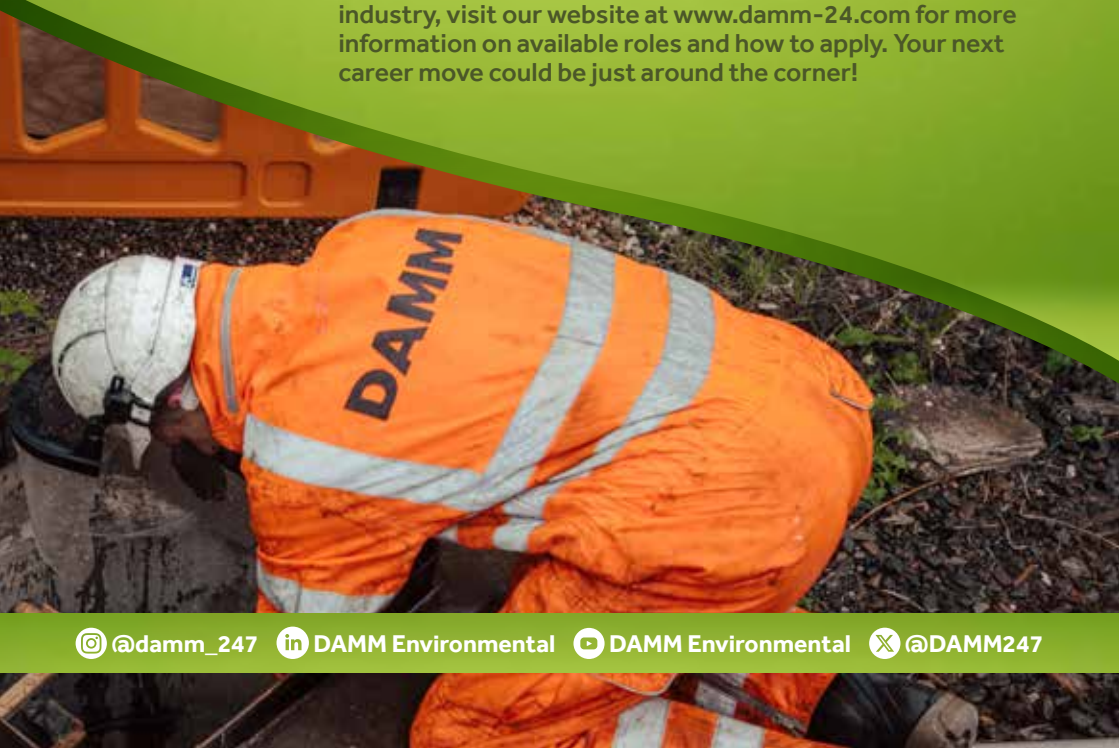
Scotland's Leading Drainage, Environmental & Civils Services Company



Here at DAMM Environmental we offer diverse opportunities for those looking to enter the drainage industry. We provide full training for those new to the field, so you don't necessarily need prior experience in drainage to get started. What's important is having a willingness to learn, a proactive approach, and a knack for practical problem-solving.

Whether you come from a construction background, have plumbing experience, simply enjoy working outdoors, or are looking for a new challenge in the world of work, DAMM Environmental could offer you the perfect platform to launch or further your career via the drainage industry. We pride ourselves on our commitment to on-the-job training and development, making ours an ideal environment for those looking to build a long-term career in this field.

If you're ready to explore the world of drainage and think you might have the skills or interests that align with the industry, visit our website at www.damm-24.com for more information on available roles and how to apply. Your next career move could be just around the corner!



ABOUT US

DAMM Environmental has become the leading independent drainage and environmental company in Scotland

Today, DAMM Environmental employs over one hundred people and runs an ever-evolving, high tech fleet of over fifty vehicles. We are based at our company headquarters in Hillington, Glasgow.

We have been awarded an extensive number of repeat contracts from both local authorities and 'blue-chip' companies, which has led to steady growth – from a small family firm to a multi-million pound company, over the last two decades. Our DAMM roots are still very much focussed on the family values that started our business. Our professional, experienced team are renowned for their focus on customer care, staff development, and technological expertise.

TRANSPARENT & RELIABLE SERVICE

At DAMM Environmental, our focus is on ensuring that every aspect of customer communication is transparent, and our team is reliable, flexible and committed to delivering value. We understand that when we attend an emergency scene, what we are required to do may change minute-to-minute, so we approach all projects with that same degree of adaptability and constant customer communication.

CERTIFICATED & EXPERIENCED

We successfully dealt with some of the biggest chemical and waste spills in the UK. We have also provided solutions to drainage issues for the smallest of public buildings – it doesn't matter the scope or nature of the problem, the DAMM Environmental team have the right certifications, and decades of experience to tackle any environmental service.

TRAINED & RESPECTFUL STAFF

We worked with EU Skills, the National Association of Drainage Contractors (NADC), and Scottish Local Authorities to create the first accredited training academy for our industry in the UK. We are setting the standards for our industry and ensuring that all of our staff are trained to the highest level, and supported on each job by our leaders so that they learn from the experience that only hands-on work can provide.



INDUSTRY OVERVIEW

EXPLORING CAREER OPPORTUNITIES IN THE DRAINAGE INDUSTRY: IS IT RIGHT FOR YOU?

Are you looking for a new career path and wondering which industries or experiences might relate to a job in the drainage industry? If you're interested in a hands-on, dynamic job that offers both variety and the chance to work outdoors, a career with a company like DAMM Environmental (www.damm-24.com) could be the perfect fit.

INDUSTRIES AND BACKGROUNDS RELEVANT TO DRAINAGE WORK

The drainage industry offers a wide range of roles, from jetting operatives to CCTV pipeline surveyors, and many of the skills required for these jobs overlap with other industries. Here are some fields and experiences that are relevant:

CONSTRUCTION AND CIVIL ENGINEERING

If you have experience in construction or civil engineering, you already possess some of the practical skills needed in drainage. Understanding site layouts, operating machinery, and basic construction safety practices are all relevant. Working with drainage systems is often part of larger construction projects, making this industry a natural fit for someone with construction knowledge.

PLUMBING AND WATERWORKS

Plumbing experience directly relates to drainage work. Understanding how water systems function, how to fix leaks, and how to install pipes gives you an edge in this field. Drainage work at DAMM Environmental involves cleaning, repairing, and maintaining drainage systems, so a background in plumbing can make for an easy transition.

MAINTENANCE AND FACILITIES MANAGEMENT

If you've worked in facilities management or maintenance roles, especially in environments like hotels, hospitals, or schools, you likely have experience dealing with building systems, including drainage. This experience is valuable, as many drainage issues require knowledge of how different parts of a facility connect and operate.

RELEVANT QUALIFICATIONS AND TRAINING

While many roles in the drainage industry offer on-the-job training (like those at DAMM Environmental), having certain qualifications can give you a head start:

- *Driving License*
- *Health and Safety Certification*
- *Mechanical Skills or Experience*



WHY WORK FOR DAMM

DAMM Environmental has built a strong reputation in the drainage industry, not only for our top-quality services but also as an employer that values and supports its staff.

COMPREHENSIVE TRAINING & DEVELOPMENT

DAMM Environmental is committed to providing full training for all new employees, regardless of their previous experience. This means that even if you're new to the drainage industry, you'll receive hands-on guidance and support to develop the necessary skills. We invest in employee growth, offering opportunities for further training and qualifications, allowing staff to advance their careers within the company.

SUPPORTIVE TEAM ENVIRONMENT

At DAMM Environmental, teamwork is at the heart of our operations. Working in the drainage industry can involve challenging and dynamic tasks, and we know having a supportive team makes all the difference. We strive to foster a culture of collaboration where employees work together, learn from each other, and build strong working relationships.

VARIABLE & HANDS-ON WORK

If you enjoy hands-on, practical, and technical work, DAMM Environmental is an ideal place to be! The nature of our services means no two days are the same. From cleaning and clearing drains, to operating high-pressure water jetting equipment and conducting CCTV surveys, you'll always have the chance to learn something new and keep your workday interesting.

JOB STABILITY & GROWTH OPPORTUNITIES

As an award-winning, well-established company in the drainage industry, we offer job stability. We are continually expanding to meet the needs of our clients, which translates into steady employment and growth opportunities for our team. Employees who show dedication and initiative can progress within DAMM, moving into roles with more responsibility and skill requirements.



CASE STUDY

Seawater Pipe Inlet Cleaning

A DAMM fine team headed round to Macrihanish in the Mull of Kintyre to clean and survey three seawater inlet pipes at MERL, the Marine Environmental Research Laboratory. The University of Stirling operate MERL, and MERL is the Institute of Aquaculture's marine site at Machrihanish near Campbeltown on the Kintyre peninsula. This versatile facility pumps and filters seawater 24 hours a day and hosts a wide range of academic and contract research, including pharmaceutical development for salmonid aquaculture to the Good Laboratory Practice (GLP) standard.

The three pipes in question at MERL needed to be thoroughly cleaned. Gravel, seawater debris and all manner of aquatic matter had built up in and around the pipes – that run from the lab right into the sea. The direction of the water flows from the sea to the lab. The pipes lead from the sea to tanks on the beach that are attached to pumps, and these pumps pump the water in (they're not discharge pipes.)

Before our DAMM team could commence their cleaning work, divers were required in this particular instance to cap the pipes. This was to try to minimise the amount of seawater coming in to the pipes, which would allow for a more straightforward cleaning operation. Our team used high pressure jetting via our recycling unit – jetting back into the pump wells to dispel the build-up of unwelcome sea related matter. Whilst the jetting was in full flow, our vacor unit was busy sucking out all of the excess water and subsequent debris.

Once the jetting had finished we attempted to CCTV survey the pipes – but because the gradient on the pipes runs back in towards the sea, our camera was being submerged into now murky water, which didn't allow for a clear inspection. We had to then instruct the divers to return into the sea. They then removed the caps from the ends of the pipes to allow fresh seawater to run through the pipes. Once this fresh seawater had run through the pipes for a time, we again instructed the divers to cap the pipes. We then had to pump down the well and re-survey the pipes. Because the seawater was now clean and clear we could clearly see via our camera, the condition of the pipes. At the end of this particular job we recommended that the University of Stirling adopt a tailored maintenance programme to keep the pipes in the best possible condition.



IN CONVERSATION WITH DAMM'S MANAGING DIRECTOR

Gerry Russell is the Managing Director of DAMM Environmental, the award-winning, Glasgow based, Drainage & Environmental Services company. Gerry is 60, and began DAMM back in 2004. DAMM are an independent, family-owned firm dedicated to providing exceptional customer service via their comprehensive range of 24/7 drainage, jetting and civil and environmental services.



"I originally worked in plant hire for drainage companies – and I used to supply companies with high pressure water jetting equipment. At work I looked at each individual supplier, maybe about a dozen in total - and thought 'Oh I like that idea, and that idea..' not really consciously thinking I'll go and do this myself. I just knew instinctively what I liked and what I could see working. Although I never really seriously considered going out on my own in the early days. Looking back though, this almost unconscious 'research' did set me on the path to being where I am today. From plant hire work I moved into the contracting business, and eventually an opportunity then arose to go out on my own.

Over the years the drainage industry has really, at times intensely, evolved. I've witnessed huge changes. From Health & Safety protocols and industry accreditations, to the technological advancements around the drainage equipment we use - we've come a long way from water pressures of 2000 psi = about 4 gallons a minute. Now we're up at 2000psi = 130 gallons a minute for major sewer cleaning. Only a few companies specialised in HPWJ systems back in the day.

People within the drainage industry have changed too, which is of course inevitable. Technology has transformed many jobs but cultural shifts are just as important. Companies have had to make a huge adjustment in the way we work over the past couple of years, with the rise of remote and hybrid working. And even before coronavirus, the world of work was going through some major changes, as employees pushed for better work-life balance, and employers saw the benefits of making the workplace an environment in which staff can thrive, be more engaged with the company's vision, and be more motivated and productive. I think it's become harder than ever to recruit and retain good staff within the drainage industry – which is one of the reasons at DAMM we helped to found the N.A.D.C (the National Association of Drainage Contractors) One of our aims was to bring fresh, new faces into the industry to both galvanise and cultivate an interest in the world of drainage and environmental services. By recruiting employees from a young age, mentoring them, and training them properly I felt there was more of a chance of encouraging employees to grow with DAMM and be a part of our long-term employment strategy. I wanted to help rid the industry of the 'white van man' and 'cowboy builders' stigmas.

Receiving our recent 'Contractor of the Year' award last year at the inaugural National Drainage Awards was a real professional highlight, and I think it's really important to the industry as a whole to be seen to be rewarding those individuals and companies going the extra mile. To be recognised by our NADC peers was a great moment! Competition is healthy!"

STAFF TESTIMONIALS

"DAMM management are always keen for you to progress and are always there with support and advice on appropriate courses. This has encouraged me along the way - to thrive! I've had a great experience at DAMM."

Kenny, DAMM Civils Operative

"Working with DAMM for many years has been great fun - the kind of work I do ranges from jetting drains and maintaining roofs, to cutting trees and landscaping. In general, we are a very busy company - so each week passes away like a day. I enjoy working for the management and directors. They are very positive and their drive suits me to a tee!"

Garry, DAMM Drainage Operative

"I've been at DAMM for over a decade working firstly as buyer then I moved onto operations. We have a great team in our office, we all bounce off each other and every day is a school day - it's always different! Personally speaking, I've also found DAMM to be both a flexible and sympathetic employer."

Paula, DAMM Drainage Operations

"I've been working at DAMM for some time now, and I can confidently say it's one of the best work environments I've experienced. The management team are accommodating, and the Civils office atmosphere is friendly and collaborative, which all makes for a nice place to work."

Emma, DAMM Civils Dept.

"I've found DAMM to be flexible and accommodating regarding employees' needs, which has made balancing my work and personal life much easier. One of the added benefits is the free parking and good on-site office facilities, it's the little things that make a big difference! There's also a focus on professional growth here, with plenty of opportunities to improve your skillset and expand your knowledge. I never feel like I'm stuck in one place; there's a path for career advancement if you're willing to put in the effort."

Jolene, DAMM CCTV Dept.

DAMM
LIMITED



Contact DAMM Environmental

Our emergency response team is available 24 hours a day, 7 days a week to ensure that blocked drains, chemical spills and other environmental issues are dealt with quickly and effectively in order to ensure that businesses, roads, and transport links keep moving. The DAMM Environmental team is based in Hillington Industrial Estate, just West of Glasgow City centre on the M8 towards Glasgow Airport. Call us 24/7, 365 days a year, 0141 810 2460 #YourEmergencyisOurEveryday

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