

Andrew Hancox

Fit Out Specialist & Construction Manager

Contact

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Skills

Carpentry & Drylining

20 years supply and fit & labour only contractor & manager. UK and worldwide.

HSE Compliance

Perfect audit history and zero RIDDOR reportable events.

Partitions & Ceilings

22 years' expertise in hands on delivery.

Staff Management

Built a successful team in New Zealand and have ran teams of 50+ in multiple countries on site.

Building, Demolition and Renovation

Experienced Construction Manager with 20+ years in joinery, drylining, and project management. Successfully delivered complex projects across six countries, on time and within budget. Maintains a flawless health and safety record, managing over 1.500,000 man-hours without a single RIDDOR reportable accident.

Skilled in main contractor and subcontractor roles, overseeing multiple projects or leading single-site operations. CSCS Black Card holder, progressing towards MCIQB accreditation. Open to freelance roles focused on leadership, precision, and client satisfaction.

Recent Project History

2024-11- Present Kinrise – 81 Colmore Row
Senior Site Manager

Currently leading site operations for an office fit-out, ensuring safe, timely, and cost-effective project delivery. Conducting regular site inspections to uphold quality and safety standards, while managing subcontractors and coordinating fit-out and external works. Adding value by bringing a skilled, fully equipped team to complete variations at no additional cost, resolving issues efficiently and optimising client budgets. Liaising with stakeholders to ensure alignment with project goals and smooth progression.

2024-02-2024-09 Aston Villa Football Club – Villa Park
Construction Manager

Led a £30 million hospitality fit-out at Villa Park, transforming old hospitality boxes into six high-end bars and lounges across multiple stands. Managed daily operations, safety, and specialist teams to deliver Premier League-quality spaces, including the Chairman's Suite, Legends Lounge, The 150 Club, Villains, The Aston, and The Oak Room. Collaborated with the club and owners to create cost-effective, luxury matchday experiences, such as The Oak Room, featuring fine dining and champagne receptions.

2023-06-2023-12 Nike – 'Rise' Concept Store – Bullring Shopping Centre
Senior Site Manager

Software

Competent or familiar with nearly all construction related software and apps.

Negotiation

I take great pride in negotiating better deals for myself and my team at all times.

Client Facing

20+ Years of meetings with clients, suppliers, stakeholders, labour.

Conflict Resolution

Project Management

Hotel Fit Out

Retail Fit Out

Repeat high-end clients throughout the UK.

Residential Construction

Airport Construction

Land side & airside projects undertaken.

Security Clearance

Excellent.

First Aid

20+ years qualified first aid at work.

Led the fit-out of Nike's new-generation Rise concept store in Birmingham's Bullring Shopping Centre, one of Europe's most photographed retail locations. Oversaw all site operations, including designing bespoke ceiling installations and managing numerous last-minute variations. Despite logistical challenges, successfully delivered the project on time for Christmas, meeting a solid deadline. Gained valuable experience in high-pressure, complex retail projects while refining problem-solving and logistical management skills.

2023

Office Principles - The Cube Birmingham

Senior Site Manager

Led the refit of a live reception area and an office space on level seven in The Cube. Managed safety, noise levels, and workflows to ensure smooth operations and timely delivery within budget. Oversaw installation of fire suppression systems, flooring, bespoke carpentry, and custom desks, addressing challenges from proximity to residential units while maintaining client and resident satisfaction.

2022/2023

Office Principles - Shoosmiths – 103 Colmore Row

Senior Site Manager

Led the high-end fit-out of Shoosmiths' 28,449 sq ft workspace across three floors in Birmingham's iconic 103 Colmore Row. Managed site operations, safety compliance, and multidisciplinary teams to deliver a luxurious, hospitality-style office on time and within budget. Overcame challenges of a live building by ensuring noise control and safety while coordinating bespoke joinery, opulent interiors, and custom installations.

2022

RSM – 103 Colmore Row

Senior Site Manager

Managed the high-end office fit-out for RSM's flagship Birmingham location in the prestigious 103 Colmore Row building. Collaborated with stakeholders and contractors to deliver a sustainable, EPC A-rated workspace featuring collaborative areas, meeting rooms, and breakout spaces. Ensured all works were completed safely, on time,

and within budget, aligning with RSM's hybrid working strategy and future growth plans.

2022

Grant Thornton - 103 Colmore Row

Site & Project Manager

Appointed by Oktra to manage a flagship fit-out project for Grant Thornton, delivering on time, within budget, and to a high standard despite design challenges. Managed SM and PM duties in a complex, multi-contractor environment across 24 floors with my focus on the 17th. Strong client relationships led to additional work for RSM, with their fit-out praised as the best UK project delivery.

2020-03-

The FA - St Georges Park

2021-11

Site & Project Manager

Appointed by Stirling Grey to manage two simultaneous, fast-paced projects at St Georges Park ahead of the Euro tournament, ensuring tight deadlines were met while maintaining client satisfaction. Successfully delivered both projects, leading to additional work managing a value-engineered office move for East Midlands Rail. Delivered high-quality results despite budget constraints, exceeding client expectations.

2019-01 -

The FA - Leicester City FC training complex

2020-03

Senior Site Manager

Adapted to pandemic challenges by taking on health and safety contracts and senior site management roles for high-end, fast-paced fit-outs. Recently managed projects at Leicester City FC's training complex.

2018-01-

Vision Group Ltd - Unite The Union

2019-01

Package Manager

Successfully managed a £5m fitout package, saving thousands in delivery costs through supplier negotiations and reducing labour costs by optimising work hours. Oversaw health and safety, procurement, logistics, and site operations for 50+ workers across 10 floors, achieving an accident-free record. Implemented construction-based apps to streamline processes, resulting in significant time and cost savings. Led a team of 50+ to deliver a complex mixed-use project, collaborating closely with

stakeholders and union representatives to ensure seamless execution.

2015-04 -
2018-01

Bridgford Interiors Ltd, Nationwide

Site Manager – Interiors Contractor

Served as the primary on-site manager, overseeing all trades, health and safety, and client interactions.

Regularly worked extended hours to ensure flawless project delivery. Handpicked by international clients for exceptional efficiency, safety, and results, contributing to repeat business through strong client relationships.

Leveraged industry connections to reduce manufacturing and delivery costs. Responsible for interviewing, hiring, and training new staff while ensuring all projects met strict time, quality, and cost requirements.

2015-02 -
2016-06

Gartshore Joinery Ltd- New Zealand

Joinery Project Manager

Implemented a technology shift by introducing construction apps like Site Audit Pro and Snag-R, achieving significant time savings. Managed 60+ carpenters and labourers on a \$980m post-earthquake hospital regeneration project, ensuring efficient resource allocation and staff scheduling for timely completion. Audited subcontractor RAMS to identify inconsistencies, mitigate liability, and reduce risks. Regularly conducted toolbox talks for over 350 personnel using a PA system, fostering clear communication and safety compliance.

Education & Certifications

A-Level: English Language & Literature

Certifications:

- CSCS Black Card
- FA3 First Aid Certified
- Fire Warden Training
- Asbestos Awareness Training
- SMSTS (Site Management Safety Training Scheme) – Completed 4x

NVQ Level 6: Management and Professional Construction