



Case Studies



Harj Dosanjh (Age 38)
Area Director
Newey & Eyre

Background – Harj left school in Derby with 9 GCSEs and 3 A levels, before moving on to De Montfort University, Leicester. Here he successfully completed a Degree in Industrial Business Studies, before joining the graduate training scheme at Newey & Eyre in 1993.

Career Development – Harj’s career with Newey & Eyre developed rapidly and successfully. He was promoted into his first management position at the Loughborough branch after only two and a half years. Harj says: “I enjoyed the role of branch management because it requires a good ‘all-rounder’ with good people skills.” Further advancements over the next few years led to his promotion firstly to Area Sales Manager for the East and North Midlands region and then more recently to Area Director.

Harj says: “My career to date offers a good example of how the Electrical Wholesaling industry offers many opportunities to develop your career rapidly, as well as working in an industry that gives excellent customer service. Of course, this sometimes demands putting extra work in – often outside of the normal 9 to 5 hours!”



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Case Studies



Emma Clarke (Age 23)
Human Resources & Benefits Adviser
Wilts Electrical Wholesalers

Background – When Emma left school in Wiltshire with 10 GCSEs she quickly realised that she did not want to stay in full-time education. A local recruitment agency placed her with Wilts, in its HR Department. She made a real impact at Wilts and the company took her on permanently.

Career Development – Wilts has over 700 employees in 73 branches, and Emma’s responsibilities included helping with recruitment and induction of new staff, as well as filing and managing the databases. The company also gave Emma the opportunity to improve her skills and qualifications. Emma says: “It was quite hard work, but I was awarded a certificate from the Chartered Institute of Personnel Development (CIPD).”

In 2007 she was promoted to the post of HR and Benefits Adviser. “It’s been a real challenge for me and a good step up in my career. I am really enjoying the role, and the extra responsibility. I feel like I make a difference!”

Emma says: “My ambition is to go into a more senior HR job in a few years time. Wilts has given me a really good opportunity, and I feel I can grow here.”



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Paul Finnis (Age 38)
Branch Manager
R & B Star Electrical Wholesalers Ltd

Background – Paul left school after having completed his GCSEs and he then applied for a warehousing job at R & B Star, as a Stores Junior responsible for signing in and checking out goods that were being sent to customers.

Career Development – Paul soon progressed from this role to the trade counter and then the telesales office. In 2002, he was given the opportunity to study a Lighting Industry Federation course on a part-time basis which enabled him to design lighting systems for clients in residential, commercial and industrial buildings, using specialised software. Three years ago Paul was promoted to the position of Branch Manager. He is responsible for 30 employees and feels that this was a ‘natural progression’ from his earlier roles in the company.

Paul says: “I have worked for R & B Star for 20 years and my career demonstrates that there are definitely opportunities for career progression. You need to be flexible and responsive in order to meet the needs of clients in a competitive market place – it’s not all about selling light bulbs!”



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Peter Holmes (Age 26)
Driver & Warehouse Assistant
Edmundson Electrical

Background – Peter left school with eight GCSEs to take up a traineeship with the local Volvo garage. After three years he decided that his career was not progressing fast enough and that warehousing and storage offered greater opportunities. He joined Edmundson Electrical in Kettering.

Career Development – Peter started as a van driver, but with the chance to study for the Warehousing and Storage NVQ (level 2) qualification that Edmundsons run through the Electrical Distributors Association (EDA). Shortly afterwards he was promoted to run the warehouse. “It’s a fast-changing industry because there is always new legislation and there are new procedures that we have to help customers understand.”

Peter has recently completed the NVQ (level 3) in Customer Service, and won the ‘advanced category’ award from EDA, which he received at a national ceremony in London.

Peter says: “I feel that I have been given many opportunities to grow and develop since joining Edmundson. It’s an excellent industry to be in and I really believe that I can progress further, perhaps into management – the chances are there!”



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Andrea Foster (Age 25)
Product Manager
Senate Electrical



Background – Andrea left school with 10 GCSEs and 3 A levels. In 2005 she graduated from Liverpool John Moores University with a degree in International Business Studies and Spanish. Andrea opted to join the management training scheme at Senate Electrical: “Senate Electrical is part of an international company which could give me the opportunity not only to develop my business skills but also to use my language skills.”

Career Development – The 19-month training scheme at Senate Electrical gave Andrea the opportunity to experience a full range of skills: “You get a lot of exposure to all aspects of the business. I was surprised at the variety of the work involved.” Andrea decided to move into the Marketing Department and was appointed Product Manager with responsibility for a range of electrical products.

Andrea says: “When I took over the job I didn’t appreciate the level of responsibility I’d be given for over 100 branches, but I am really enjoying it now. I am also surprised at how much fun you can have!”



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Pete Keeler (Age 38)
Driver & Store Assistant
KEW Electrical

Background – Pete left school with 5 GCSEs and the ambition of becoming an electrician like his father, but following a successful warehouse traineeship with an independent local electrical wholesaling company he quickly made up his mind that he'd rather work supplying electricians than become one.

Career Development – After training as a storeman and driver Pete moved on to KEW Electrical in Whitstable, helping to develop a new branch. Pete was attracted by the challenge, and “the money was good too.” He has now taken over responsibility for running the stores at the branch and organising other team members in picking, packing, checking and despatching orders. For his next move in the company he says: “I might consider working in sales.”

Pete says: “I have been with KEW for nearly five years and don't regret my decision to move. It's hard work but I'm working with a bunch of people I know and like, and doing a job I personally enjoy.”



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Beverley Mayes (Age 34)
Internal Sales Manager
Lockwell Electrical Wholesalers

Background – Beverley left school after having successfully completed 8 GCSEs and joined Lockwell as a van driver in 2003. With training courses provided by the company Beverley soon progressed and was promoted to the role of Sales Adviser.

Career Development – In her role as Sales Adviser, Beverley served customers over the counter and by phone, taking orders and processing them. Beverley says about her Sales Adviser role, “I enjoy everything about my job. There is nothing I dislike about it.” After five years Beverley has recently been promoted to the role of Internal Sales Manager. In her new role Beverley is responsible for ordering stock and ensuring that she sources it at competitive prices. She feels that the company has supported her greatly in the time she has been with them.

Beverley says: “Sometimes the hours are long but there is a real training ethos, and if you want to progress further then you are supported to do so.” She says of the industry itself: “We sell customers the parts that make their machines work, which means that the industry is vital to the national economy.”



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