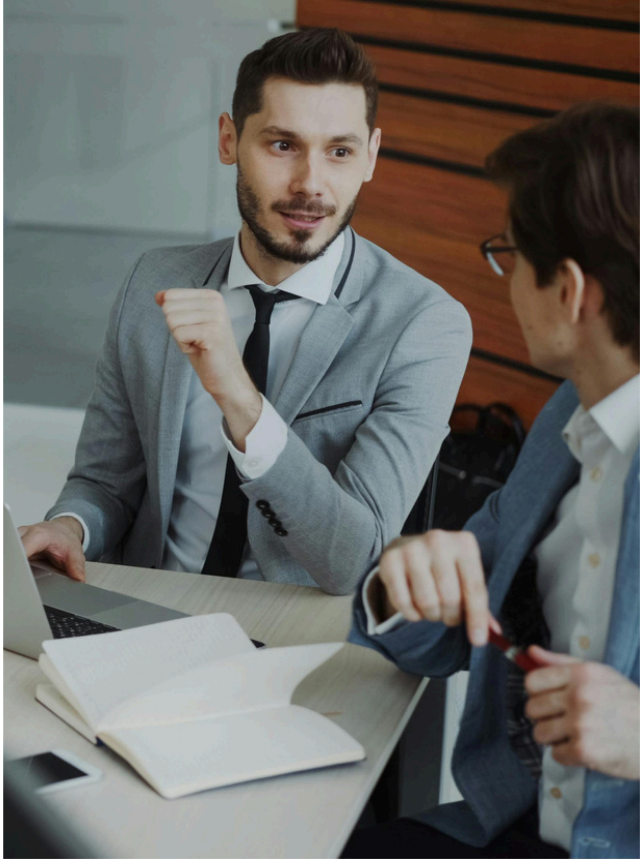
WEP
With Every Patient.

FROM OPPORTUNITY TO IMPACT: GROWING WITH WEP



By Luke Waterman
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When searching for my next future endeavor, WEP had everything I was looking for, it had great culture and values, a strong growth and vision, but most importantly, it had a serious challenge which I was prepared to take with both hands.

I had the opportunity to start the Project Finance Analyst Team in March 2024, a completely new role to WEP post my previous experience at another CRO in Europe. At first, my main objective was to grow trust with other departments, senior leaders and show the value that I and the Project Finance Analyst role had to WEP.

I have worked across the board with all different types of projects, teams and types of studies. Shortly after successfully proving value, the Project Finance Team started to grow, we also opened roles to support our team and increase productivity, for example, we employed an intern and AI specialist, this has been key for our ERP integration, reporting and therefore analysis of data.

Post my Senior Project Analyst promotion in 2026, the key areas I am now focusing on are management, creating and improving policies and driving success through leadership. For example, creating and implementing WEP's new Change Order process and use of Change Notification Forms, training teams on the best practices for this process and why it is important and supporting that implementation across different functional areas of the business.

It is extremely rewarding watching the team grow in skill and personnel, from being a team of 1 to now almost 10 employees!

Key Takeaways

Throughout my journey, several lessons have remained constant:

- WEP offers significant opportunities for growth and success, regardless of your role or job title
- Employees are empowered to make an impact, rather than simply being a "cog in a big machine
- Senior leadership and project teams are supportive of positive change and encourage new ideas
- There is a strong culture of learning from colleagues at all levels of the organization.
- The environment creates a real sense of purpose and motivation, with the opportunity to improve ways of working while supporting wider business objectives
- WEP provides opportunities to use your experience to implement meaningful improvements across the business