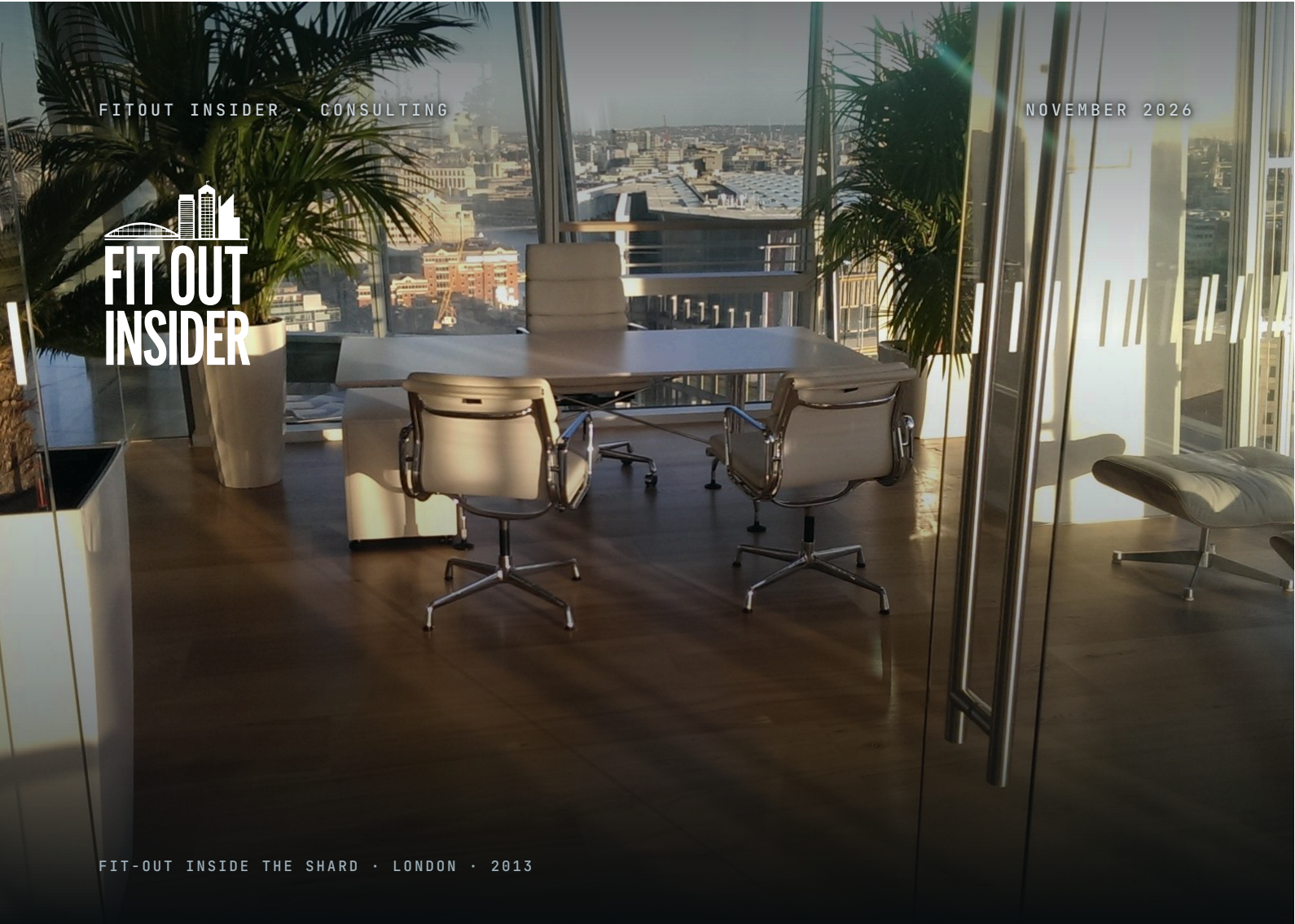
FIT OUT INSIDER



FIT-OUT INSIDE THE SHARD · LONDON · 2013

TENDER SUPPORT FOR UK FIT-OUT CONTRACTORS

Your tender is due in two weeks. Your team is already full.

Twenty years in UK construction. Now on your side of the table.

Tender documents for UK fit-out contractors, tailored to your tender.
Remote, no site attendance.

TENDER SUPPORT · PROGRAMME & TENDER DIAGNOSTIC

Also inside: senior PM advisory, compliance documentation, guides

From the tender pack to your submission documents.

The estimator is pricing. The PM is on site. The tender programme, the logistics plan and the submission documents still have to be written. **That is the gap I fill.**

I prepare tender documents for fit-out contractors - programmes, logistics plans and tender submission documents - working remotely from the tender information, with no site attendance and no management or supervision of the works.

WHAT YOU GET

Every tender is different, so I tailor the documents to what your tender asks for and to the way you work.

- A tender programme, on your own template
- A programme methodology for your bid document
- Logistics plans, as drawings and methodology
- Technical queries related to the programme and logistics
- A short executive summary insert for your submission
- One consolidated revision round

Further rounds, and changes from an amended tender, are agreed in writing before the work is done. Need more, or less? We settle the scope together before any work starts.

HOW IT WORKS

1
Send the tender pack and your return date.

2
I confirm the scope and a fixed fee in writing before any work starts. Each tender is priced on its own scope.

3
The documents are drafts for your review: you decide what goes into your submission.

I read the tender information the programme and logistics depend on, and tie every finding to the clause or drawing it comes from.

LONGER COMMITMENTS

Bidding for several tenders, or need support over a longer period? The terms can suit that too: a fixed price, a day rate or a monthly retainer, agreed in writing.

WHO IT IS FOR

Fit-out and main contractors bidding for UK work: the bid manager, estimating, commercial or pre-construction director, or the MD of a smaller contractor.

Your bid team keeps the price and the client. I take the programme, the logistics plan and the documents.

Send me the tender pack and your return date

hello@fitoutinsider.com

WHAT I LOOK FOR

The things a tender programme gets caught on.

LONG LEAD ITEMS

A programme worked back from long lead items, so it finishes inside your outline without shortening any period the specification fixes.

PRICE AGAINST PROGRAMME

Priced activities in the pricing schedule that have no line in the programme.

REQUIREMENTS AGAINST DRAWINGS

Requirements in the tender pack that no drawing shows.

COMPLETION AGAINST YOUR WINDOW

A programme that finishes outside the client's window without saying why, or a handover that ignores commissioning.

TWO WAYS IN

TENDER SUPPORT

**You send the tender pack.
I prepare the documents.**

Programme, methodology, logistics plans, technical queries and an executive summary insert. Priced per tender.

PROGRAMME & TENDER DIAGNOSTIC

**You send a programme.
I review it.**

Send your tender programme, or a live programme under pressure. Within 48 hours you receive a written assessment: what is exposed, what is missing, what needs fixing before it costs you. No call required to start.

Fixed fees and day rates for the Diagnostic and for advisory work are published at fitoutinsider.com/consulting.

WHY ME

Twelve years managing fit-out projects. MCIOB. Now working remotely only, from Poland. You deal with me directly.

Tender documents already delivered for a UK fit-out tender.

Not sure which one you need?

Send me what you have: hello@fitoutinsider.com

THE PROBLEM

A programme can look finished and still be wrong.

Tender support prepares your documents. The Programme & Tender Diagnostic does a different job: it reviews a programme you already have. This is what I see repeatedly, and what I help clients avoid.

ON LIVE PROGRAMMES

THE LOGIC IS COSMETIC

Colour coded, hundreds of activities, and sequences with no real links behind them. It holds on the page and falls apart in week 14.

THE FLOAT IS FICTION

Ten days of float that is actually two, hidden in preliminaries and optimistic durations. Nobody finds out until recovery meetings start.

COMMISSIONING GETS SQUEEZED

The last four weeks of every optimistic programme, compressed into a fortnight that has never been enough on any live job.

THE BUILDING IS NOT EMPTY

Sequences written for a clear site, on projects where the client never leaves. Occupied buildings change everything: hours, logistics, protection, phasing.

AT TENDER STAGE, BEFORE YOU COMMIT

PRICED WITHOUT DELIVERY INPUT

The bid programme is priced or programmed without input from anyone who has delivered a job like it. Delivery inherits the promise.

DRAWN TO WIN, NOT TO DELIVER

Durations set to beat the competition, not the calendar. The clock starts on day one.

THE INTERVIEW PROMISES NOBODY COSTED

Commitments made in the tender interview that never reach the programme or the price.

> An independent contractor-side eye, before commitment, costs a fraction of what these cost after it. **That is the Programme & Tender Diagnostic.**

HOW IT WORKS

Direct. Remote. Fast.

01 Send or book.

Tender support: send me the tender pack and your return date. Advisory: book online. Diagnostic: send the programme with a short brief. No gatekeeping, no introductory forms.

02 The work is done by the founder.

No account managers, no juniors, no handoffs. You deal with me directly, from first contact to final document.

03 Written output you can use.

Every engagement ends in something concrete: tender documents issued as drafts for your review, a written assessment, a marked-up programme, an action list your team can execute on Monday morning.

04 Remote by design.

Delivered by video call, screen share and document exchange. Twenty years in UK construction, without London overheads. Where the site allows it, I ask your team for a short walk-through video and photographs, ideally with no people in shot, so the logistics plan reflects the building.

Take the writing off your bid team's desk in the weeks before the return date.



MAYFAIR HQ · 2024

Confidentiality: all work is commercial-confidential. I take on a small number of tenders at a time.

CONSULTING

The other ways to work together.

Tender support is on pages 2 and 3. These are the other ways to work with me, from a one-hour session to embedded support.

01

Programme & Tender Diagnostic

Send your tender programme, or a live programme under pressure. Within 48 hours you receive a written assessment: what is exposed, what is missing, what needs fixing before it costs you. No call required to start.

02

1-Hour Senior PM Advisory

Focused senior input on a specific issue, programme or decision. Bring the context, get a frank read.

03

Monthly Senior PM Advisory

Ongoing programme review, weekly check-ins, risk review and direct access throughout your programme. For live fit-out and commercial programmes running over multiple months. Response within one working day.

04

Candidate & Hire Technical Assessment

An independent technical review of a shortlisted senior PM or planner before you commit to hiring them. A structured conversation or CV and portfolio review, followed by a written assessment of technical fit.

05

Longer or Embedded Engagements

Multi-day programme reviews, embedded senior PM support, or ongoing project work. Scope and a day rate agreed in writing before anything starts. Remote, UK-wide, no open-ended time.

Also delivered on request: baseline programme builds in Asta Powerproject, programme recovery, pre-construction planning, bid writing support, delivery-side delay analysis.

Fixed fees and day rates published at fitoutinsider.com/consulting. All services delivered remotely, UK-wide. B2B, day rate or fixed fee.

COMPLIANCE DOCUMENTATION

Site paperwork written to stand up to scrutiny.

I have written this paperwork on live sites throughout my career, backed by experience rather than templates. Written properly, turned around fast.

WHAT I COVER

Fire risk assessments and asbestos surveys are not included.

RAMS, CPP & TOOLBOX TALKS

Risk assessments, method statements, Construction Phase Plans and toolbox talks. Written properly, turned around fast.

WIDER H&S DOCUMENTATION

COSHH assessments, permits to work and the rest of the H&S file your site or your client will ask for by name.

PORTAL EVIDENCE REVIEW

A document by document review of the evidence behind your Constructionline, Builders Profile or Once For All submission, known as SSIP (Safety Schemes in Procurement), so it is ready for scrutiny before you submit it.

ENVIRONMENTAL & SUSTAINABILITY DOCS

CEMPs, SWMPs and BREEAM evidence, the paperwork increasingly required alongside H&S on tendered work.

QUALITY & CLOSE-OUT DOCUMENTATION

Quality plans, inspection and test plans (ITPs), O&M manuals, the H&S file and handover packs. The records that get expensive to fix after handover, not before.

RISK REGISTERS

Project and construction risk registers, set up for your job and kept live, so every risk your client asks about already has an owner and an action.

THE APPROACH

Scoped, then written
Every engagement is scoped individually before a word is drafted. No blanket packages, no guesswork.

Written from experience, not templates
Nothing starts from a blank template. Every document is built from what I have written on live sites.

Yours to approve
Your competent person reviews and approves everything before it is used. Nothing goes to site or to a portal without your sign-off.

Written and reviewed personally. I prepare and check every document myself, backed by twenty years in UK construction and MCIOB chartership since 2019.

Contact for a scoped quote at **fitoutinsider.com/compliance**

GUIDES

The knowledge, in more than one form.

Practitioner guides. Written from delivery, not theory.

01 **Asta Powerproject Fit-Out Playbook**

02 **The Commercial PM's Toolkit: payment applications and claims under JCT**

03 **From the Ground Up: a Site Manager's Blueprint to Project Manager**

04 **Still Standing: mental health in UK construction**

Full guide with a donation to Mates in Mind, made directly on JustGiving (suggested £19, minimum £2). Nothing comes to FitOut Insider. Please don't add Gift Aid - you receive the guide in return. Free preview online. As featured in Construction Management, the CIOB magazine.

THE FULL LIBRARY

Every guide in one place.

Scan to browse and buy the complete set of practitioner guides.

fitoutinsider.com/guides

One practice, two ways in: **advice** when you need it, **guides** when you want it written down.

WHO YOU ARE DEALING WITH

Built from delivery. Not from a classroom.

Dariusz Kubies MCIOB spent twenty years in UK construction, from labourer to Senior Project Manager, including fit-outs at The Shard, the Royal Courts of Justice and the Science Museum Wonderlab, and phased programmes inside live, secure government buildings, including 102 Petty France and Lunar House.

Career built at Overbury, Paragon (later Interserve and Tilbury Douglas) and BW: Workplace Experts. Heritage, high security, live occupied environments, fast track programmes.



> **Twelve years managing fit-out projects. MCIOB. Now working remotely only, from Poland.**

FitOut Insider is that experience, packaged as an independent practice. No tied suppliers. No vendor commissions. Every engagement delivered personally.

CONSULTANTS ON MY PROJECTS INCLUDED

Turner & Townsend · Gardiner & Theobald · Faithful+Gould · Rider Levett Bucknall · Gleeds

CREDENTIALS

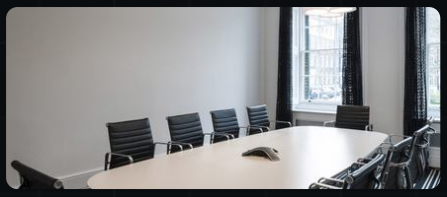
MCIOB CHARTERED 2019, FIRST ATTEMPT · NVQ L6 CONSTRUCTION MANAGEMENT · ASTA POWERPROJECT ADVANCED · JCT 2016 · NEC/ECC · 20 YEARS IN UK CONSTRUCTION

AS FEATURED IN

Construction Management

The CIOB magazine. Scan to read.

Featured in Construction Management, October 2026: my written answers to six questions about AI and the documents we write on fit-out projects. https://constructionmanagement.co.uk/polish-project-manager-develops-document-solution-for-fit-out-work/



LINCOLN'S INN · 2012



THE SHARD · 2013



ROYAL COURTS OF JUSTICE · 2014



SCIENCE MUSEUM · 2016



102 PETTY FRANCE · 2017-19



MEDWAY COUNTY COURT · 2023

PROOF

From the record.

This feedback was given on projects I delivered before founding FitOut Insider.

> "I would specifically single out praise for the professionalism and delivery skills of Dariusz Kubies, who has been consistently excellent through the programme. When there have been issues with staff, conflict between teams or challenges from clients, I have always turned to Dariusz, who has been both responsive and pragmatic. An absolute credit to your company."
>
> PROGRAMME DIRECTOR · CENTRAL GOVERNMENT CLIENT

> "His strengths are he is very well detailed, proactive and his knowledge in risk awareness and programming. He will be a great asset."
>
> PROJECT DIRECTOR · BW: WORKPLACE EXPERTS

> "The programme was very short, and it was all done in time and done brilliantly."
>
> HEAD OF FACILITIES MANAGEMENT · PUBLIC SECTOR CLIENT

> "The programme team delivered a high quality outcome within budget and to programme, within a large active HQ with c4000 staff present."
>
> CHIEF PROPERTY OFFICER · CENTRAL GOVERNMENT CLIENT

34	**17**	**£1-17M**
PROJECTS ON RECORD	LED AS PM/SPM	VALUES
8	**6**	**4**
GOVERNMENT & SECURE	LIVE-OCCUPIED	HERITAGE & LISTED

TENDER SUPPORT

Tender documents already delivered for a UK fit-out tender.

SELECTED FIT-OUT PROJECTS

LINCOLN'S INN 2012 · THE SHARD 2013 · ROYAL COURTS OF JUSTICE 2014 · SCIENCE MUSEUM 2016 · 102 PETTY FRANCE 2017-19 · LUNAR HOUSE 2016-2017 · MEDWAY COUNTY COURT 2023 · OLD PARK LANE 2024

FIT OUT INSIDER

GET IN TOUCH

Send me the tender pack and your return date.

One more tender on the desk, without a new hire. Or send a programme for an independent review.

Dariusz Kubies MCIOB
Founder, FitOut Insider

hello@fitoutinsider.com
www.fitoutinsider.com/consulting

SCAN FOR THE CONSULTING PAGE

ALSO FROM FITOUT INSIDER

140 software tools for UK fit-out, from tender to the end of the defects period. **platform.fitoutinsider.com**