



## Job Specification

For: Civil Engineer

Ref: VR/01410

### Job Description

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The company is a civil and environmental engineering design consultancy providing expert advice in the UK and internationally.

We are looking for experienced engineers with the necessary skills and experience to join us and be part of our growth and success. We are seeking engineers at all levels in their careers with a civils background, either chartered or working towards chartership. If you are interested in a small but dynamic team, please get in touch.

Currently, we have opportunities for candidates to join our Senior Management Team in various disciplines, drainage and flood risk engineering, rail engineering and geotechnical engineering with responsibility for promoting, developing and ensuring the strategic goals of the Company are met in line with the vision of the Directors. The role is predominantly office-based, but the successful candidate will be expected to travel, predominantly in the UK, as required by project requirements. The successful candidate should have the following competencies:

- a) Can set a high standard of work that demonstrates the drive to meet targets.
- b) Can identify a range of options/solutions and decide on the best course of action by analysing advantages/disadvantages and constraints.
- c) Responds in a professional, objective and proactive manner to the needs of colleagues, clients etc.
- d) Produces written documents that are articulate, grammatically correct, clear and audience appropriate.
- e) Prepares convincing written arguments on complex technical issues, and presents information clearly, concisely and logically.
- f) Is aware of legal and contractual ramifications when writing reports and can construct reports around these issues with minimal impact on the technical quality.
- g) Can check and approve reports/design documents produced by others.
- h) Has knowledge and is able to use relevant tools (e.g., software packages) to enhance delivery of information and understanding.
- i) Is able to work effectively and engage with internal and external project teams.
- j) Can manage and supervise staff/contractors to ensure that resources are maximised.
- k) Is able to delegate responsibility clearly and effectively.
- l) Can facilitate and support CPD (e.g. disseminating information to the team).
- m) Undertake mentoring and technical training of junior staff and support in obtaining Chartership and career progression.
- n) Effective at managing and developing client relationships. Clients are kept informed of progress and made aware of our services.

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- o) Can inspire and motivate others to achieve their personal goals and those of the Company.
- p) Can lead by example in showing a determination and commitment to meet/exceed targets and objectives.
- q) Can monitor and control the quality, standards and progress ensuring that work is completed to the appropriate level.
- r) Can manage budgets ensuring all internal processes and procedures are followed.

Successful candidates will be responsible for project management, client liaison, technical assessment, design and report writing. Demonstration of strong technical knowledge is required. Ability to work well within a team is important.

The types of projects we are involved with include major infrastructure projects such as railway, roads, ports and harbours, redevelopment of brownfield sites including former gas works and landfills, and provision of expert opinion in dispute resolution. These are key appointments for successful candidates with excellent opportunities to progress in the Company.

Benefits currently offered as part of these roles include:

Holiday: 25 days full time plus bank/public holidays. Two days need to be reserved for Christmas/New Year period.

Bonus: Discretionary bonus based on both individual and company performance.

Pension: Discretionary Employer contribution of up to 8% of annual gross salary with the option to join a Salary Sacrifice scheme.

Company Benefits: reimbursement of two professional subscriptions, private medical health insurance, death-in-service cover and Perkbox which provides discounted offers.

Training: Professional development and training is encouraged and reviewed at least annually with a Director.

Salary Band: £50,000 to £80,000 negotiable depending on experience and qualifications

Compiled by : **Fiona Louch**  
Compiled on : **01/23/26**

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