



RECRUITMENT BRIEF
Regional Director/Equity Partner
LONDON OFFICE

Introduction



This is an exciting opportunity to join a dynamic, rapidly growing, strongly established civil and structural engineering consultancy with an excellent reputation for the delivery of complex and specialist projects.

ABOUT US

Adept Consulting Engineers Ltd was founded in January 2007 by business partners Erol Erturan, Richard Parker and Matthew Ramsden, who work to engineer better together using BIM.

Our clients choose us because of our reputation as a customer focused personal and responsive company that employs the best staff who use the latest technology to deliver the best value service on time.

We have a loyal client base and almost 80% of our work is generated from repeat business.

We work within a wide range of sectors, including:

- **Commercial**
- **Distribution**
- **Education**
- **Energy**
- **Extra Care**
- **Food Processing**
- **Health**
- **Hotel & Leisure**
- **Listed buildings**
- **Residential**
- **Retail**
- **Warehousing**



Our Services

Our mission is to provide high quality civil and structural engineering services to our clients within the construction industry. Our specialist areas of work include:

- Preparation of conceptual schemes
- Detailed designs and drawings of foundations
- Superstructure
- Drainage
- External works and highways for new build and refurbishment projects
- Building Information Modelling (BIM) including providing data rich 3D models
- Structural surveys and reports for existing properties
- Desktop studies, flood risk assessments, site investigations
- General civil and structural advice
- Feasibility studies
- Project management and lead consultant services
- Laser point cloud surveying
- BIM consultancy, converting laser point cloud to BIM

Digital Innovation

We understand that Building Information Modelling (BIM) is key to our industry's shared future. We see this as self evident and have modelled our business around this

We are a forward thinking, technologically advanced company and use the latest tools to deliver our projects, resulting in increasing productivity, efficiency and better service to our customers. Despite our extensive experience, we are always looking for new and innovative ways to improve and develop. Exploring new software and processes are part of our working day. Our staff are continually encouraged and inspired to implement cutting edge solutions.

Our focus and expertise in BIM is rather unique. Having achieved BIM Level 2 accreditation in 2015 we became the first civil and structural engineering consultancy in the UK to receive such an award. This validated our advanced capability in modelling, analysis exchange and process maturity beyond compliance with UK standards, and we haven't stopped progressing.

We embrace trust based collaboration and recognise that working together creates benefits far greater than the sum of its parts. Clients, staff and design partners have gravitated towards this approach and the positives have been numerous.

Reduced rework, clash detection on site, intelligent data exchange, improved accuracy and greater transparency are just some of the quantifiable benefits we continue to share.

At the end of our projects all parties are more knowledgeable, experienced and better equipped for the future and we see this as a great achievement. We openly share knowledge, models, processes and ideas and actively encourage our clients and sub-contractors to do the same.

Adept's attitude to Digital Innovation has been our unique selling point since our early days. BIM is integral and fundamental to the delivery of all our projects. There are no exceptions, it just makes eminent sense.

In practice we go beyond what is traditionally seen as BIM for Civil/Structural Engineers and routinely deploy our Laser Scanner, UAV and VR equipment.

All of our models are workshared for data segregation, most contain analysis data and other intelligent features beneficial to the digital twin envisaged for the lifecycle of the facility. This is our modus operandi. Our current interests lie in mesh feature recognition from point clouds, LEAN processes and practical Virtual Reality.

We are members of Cyber Essentials Plus, a government backed cyber certification scheme.

For project delivery Adept uses a wide (and often changing) array of technical software, bespoke solutions and modules.



The Growth of Adept

We have invested a significant amount of time and money into the development of our business, BIM and staff training and now recognise that this is the right time for Adept to develop and grow within Manchester. Appointing a director to our existing office in the heart of Manchester will be the catalyst for this growth, enabling us to expand our client base and opportunities.

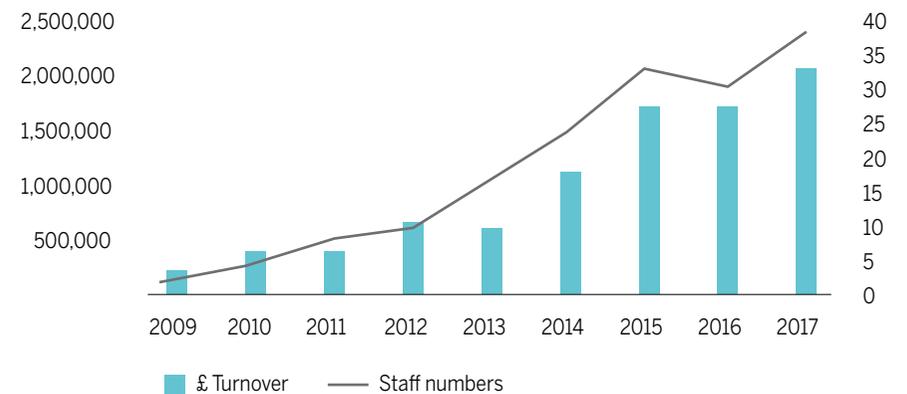
Appointing Directors in London and Manchester in 2019 is part of our long-term growth strategy. The two new Directors will become key in sustaining our business growth.

Within our industry we are recognised for leading service excellence and professional development. This has created a loyal client base and a healthy, continued stream of repeat business.

We are now involved in a wide range of schemes nationwide, with many based in and around Manchester and London.

Other long-term plans include the diversification of Adept's services to include project and information management, lead consultancy and geo-environmental site investigations, including setting up associated companies with motivated key individuals.

Adept's Growth



London Growth

We currently have a number of blue chip clients with offices in London, including Asda, Newcrest and CBRE who have an impressive, diverse and influential portfolio of customers, such as Shell, Google, London Metropolitan University, Honeywell and QinetiQ.

Adept's Leadership team typically travel to and from London around once a week, due to the number of clients and projects we have in the area.

We currently operate out of 85 Tottenham Court Road, currently an office used by staff for client meetings.

We have undertaken numerous schemes for Pall Mall based developer Newcrest Estates in Milton Keynes, Cambridge and Oxford.

We have current schemes for Newcrest in Ebbsfleet (work began in October 2018 on the £11m mixed-use development) as well as a retail development in Aylesbury.

Other schemes include a 30,000m² warehouse (currently in the planning stages) in East London for a major retailer.

We also have a number of ongoing or proposed Asda contracts with a 2019 delivery. The contracts, with values within the region of £1m, are based in Ferring, Worthing, Watford, Yeovil, Weston-Super-Mare, Brynmwar and Peterborough.

We are also working for other retailers in the South and are actively pursuing development of our petrochemical sector.





Testimonials

“Further to your specific assistance with all the elements of Structural and Drainage works carried out over the past two years at the Kirkgate Market Refurbishment in Leeds, in particular due to the regional award we have recently received of “Project of the Year”

I would like to thank you personally and to express our appreciation for a most excellent and professional service we have received from yourselves, well done!”

**Eamonn Cahill,
Interserve Construction**

“Without Adept’s help through value engineering proposals, Sewell would not have secured the project. [Adept are] always in touch and responsive.”

Josh Donnelly, Sewell Construction

“Friendly, helpful and efficient service. We will recommend your services where possible.”

Tim Clayton, HTC Architects

The Opportunity

Dynamic and optimistic in their approach, we are looking for a key individual with a long-term outlook to facilitate the delivery and management of our office in London which will become the hub for Adept's Southern projects.

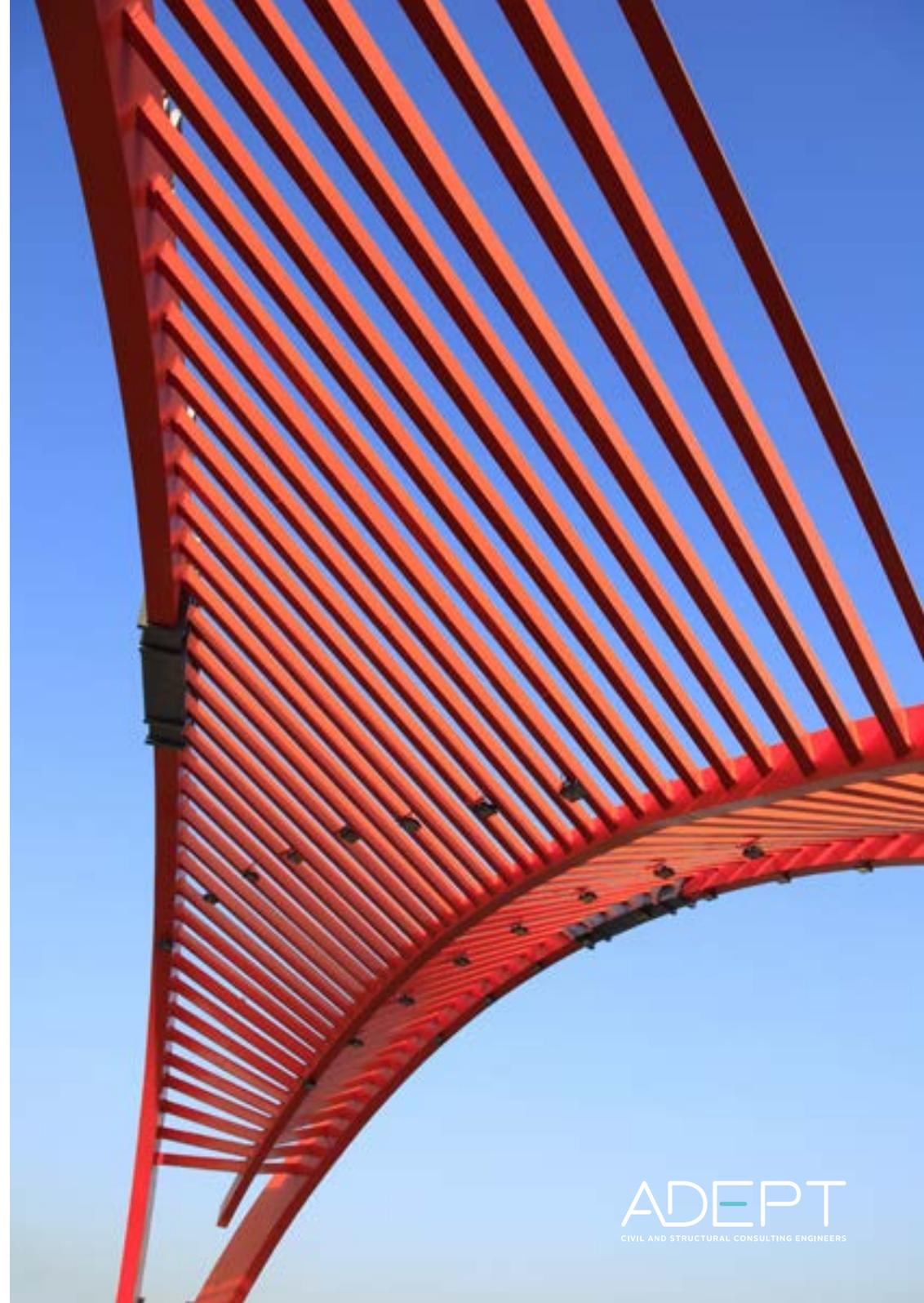
THE PERSON

The successful candidate will be experienced in mentoring and motivating teams and must be confident in winning new business in the Southern region.

We are looking for someone with demonstrable experience of business development, financial management and expertise in winning work and building client relationships, together with excellent technical and project management skills and an ability to deliver results to client's on programme and to budget.

They ideally would have an entrepreneurial background with an understanding of how to develop, nurture, build and grow a business from inception.

They will also have excellent outward facing skills, allowing them to build strong relationships with existing and new clients, working in collaboration with the leadership team based in Leeds who will support the growth of the London office.



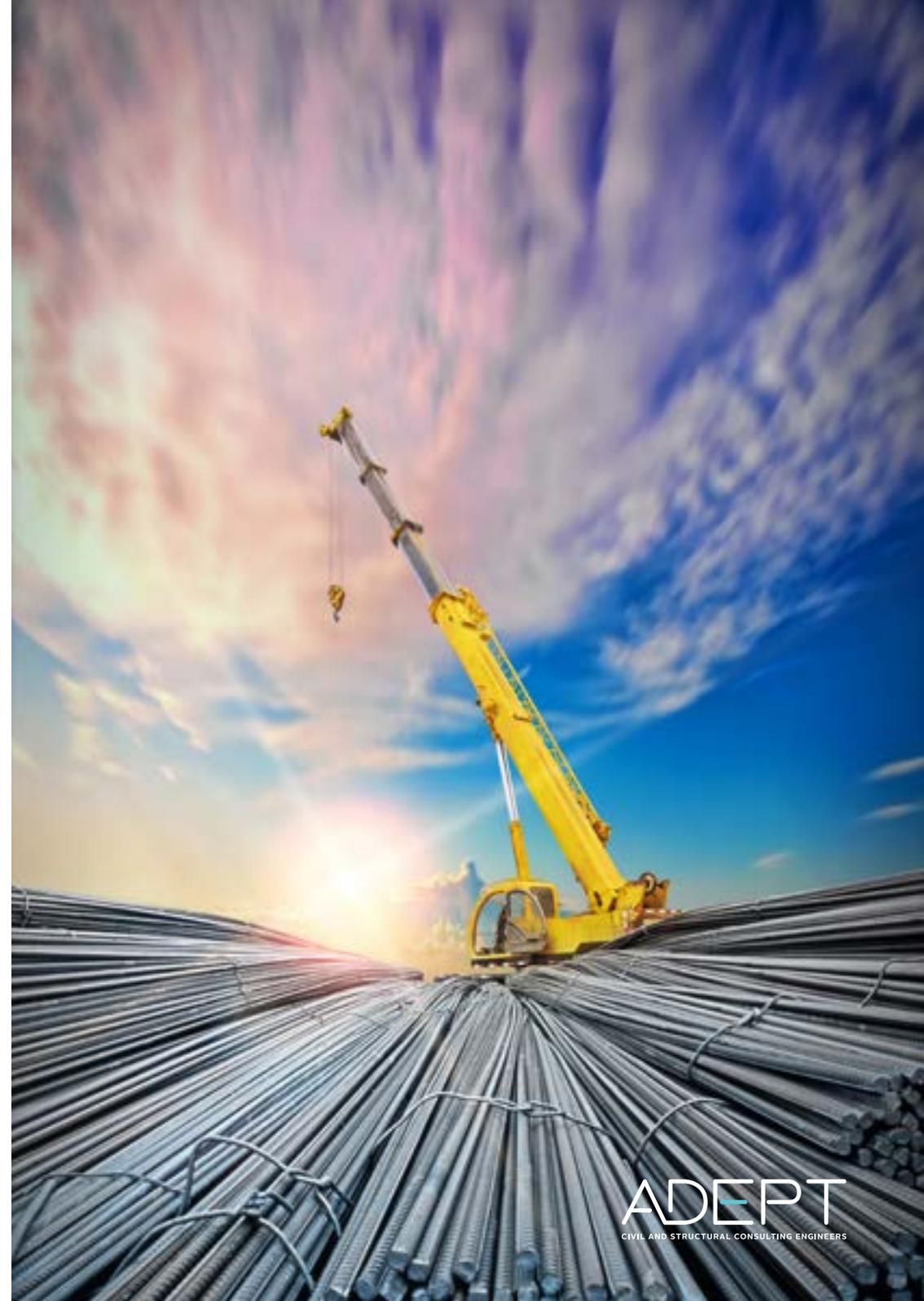
The Opportunity

We are looking to appoint a Chartered Civil or Structural Engineer with a track record in revenue generation and project delivery.

You will play a key strategic role in a rapidly growing company. This opportunity will allow the successful candidate to become an equity shareholder.

SKILLS AND EXPERIENCE

- A person with unquestionable integrity, experience, confidence, and the stature to effectively address major client needs and challenges
- Working knowledge and understanding the principles of Building Information Modelling (BIM)
- A proven track record in revenue generation and project delivery
- Extensive existing relationships, in particular in the Southern region, as well as a strong sector profile with the ability to engage clients and form long lasting relationships
- Extremely strong communication, presentation and negotiation skills
- A hands-on approach to projects and employee management
- A natural troubleshooter who can find simple, efficient solutions to identified challenges or complications.
- Demonstrable leadership, team building and influencing skills
- Natural commercial acumen; selling and delivering complex solutions to the relevant sector clients
- The ability to attain influence, profile and market share that places Adept as one of the 'go-to' civil and structural engineers in the industry



The Role

OBJECTIVES

- Continue to build on Adept's track record and reputation
- To set ambitious yet realistic goals for 2019
- Recruit three appropriately qualified individuals within the first year (2019). The team will have the knowledge and expertise to help drive the business forward in the South
- Develop relationships with the key players in the industry. Consequently, have a clear understanding of the pipeline of work for all key clients, activity levels and business strategy
- To develop a cohesive market offering that utilises the company's expertise to develop an offering that really works in the market place
- Pull together the key contacts within the business, utilise market intelligence and combine this with the central expertise and knowledge to develop a winning formula in the sector

KEY RESPONSIBILITIES

- Prepare and implement Adept's London business growth plan with the support of existing directors
- Lead the design process and manage project delivery to a high standard within agreed budgets
- Organise, mentor, empower and manage the new team to be focused on achieving the best market position for the business
- Identify new opportunities and ensure that the best pursuit strategies are in place
- Develop and implement strategies to maintain existing and new client relationships and market position
- Work with individuals and client teams to maximise client and revenue generating activities across the region
- Drive profitable and sustainable growth
- Meet the Managing Director monthly to provide a business report and update
- Develop marketing and communication plans
- Competitor analysis and identifying market/industry trends
- Set KPIs and monitor client satisfaction





Why consider this opportunity?

This is a unique opportunity, which will allow the right individual to build on the existing track record and reputation of Adept. The successful individual will play an integral role in the growth and development of the business in the imminent future and in the years to come.

BENEFITS

We are offering a competitive salary and negotiable share option with a range of benefits inclusive of a contributory pension, healthcare scheme, tailored training opportunities and the opportunity to attend a range of employee social events.

The finer details of the remuneration package will be discussed in person but there will be a range of options available to suit you.

There will be a number of options for the successful candidate including a dividend based incentive.

You will also have the opportunity to invest in the company and become an **equity shareholder**.

The shareholding agreement will be negotiable and dependent on the total amount invested.

Help and support from our Leeds based Directors and Associate Directors will be available, should you need advice or a second opinion. Our leadership team have the expertise and experience to help guide you through the process.

Adept's directors are dynamic, personable, enthusiastic and respected with a wealth of industry experience in project work, management and business development. They have a strong appetite for growth and success and are very well equipped to help you through the process.

In 2012 our Managing Director, Erol Erturan, attended the Goldman Sachs 10,000 Small Business Growth Programme. The programme was a combination of formal learning, mentoring, and peer-to-peer support and brought together leaders of small businesses from across industry sectors to create unique networking and peer learning opportunities.

During the programme Erol developed a customised Growth Plan to direct Adept's business strategy and expansion. The strategy was later implemented which helped the leadership team to facilitate Adept's continued success and growth.

Adept is an Equal Opportunities Employer

Our Clients



Industry Recognition and Accreditations

We are proud of our accreditations which represent industry recognition of our expertise, service delivery and exceptional standards.



BIM Level 2



The Adept Culture and Team

We know that a happy workforce leads to increased morale, productivity and efficiency. Our extremely high retention rate and annual appraisal feedback demonstrates Adept's employee satisfaction.

CULTURE AND TEAM

Our culture is based on being entirely staff and customer focused. We invest in tailor made training programmes (apprenticeship schemes, degrees, software and technical training and sales and management training) for our staff, to help them develop and progress in their career. Our staff have a wealth of experience, talent, skills and industry knowledge.

We also have a Social Committee who organise and run a number of social events every year. The events for 2018 include an American pool tournament, a bowling tournament, a Krypton Factor Challenge, a team building weekend away, a virtual golf tournament, a bingo event, a casino night out and monthly sponsored pub outings. Each member of staff receives a £100 birthday bonus.

Our staff have taken part in a number of charitable events over the years, to raise money for different charities including Action Medical Research and Barnados:

- Yorkshire 3 Peaks
- York Cycling 100km Route
- Windermere 20 Challenge

A number of staff also provide 'volunteering days' to Lineham Farm Children's Centre in Leeds (who aim to enhance the lives of local children by organising respite breaks and holidays) to help out with improvements to the facilities. All Adept staff are provided with

APPRENTICESHIP SCHEME

two days paid volunteering leave per annum.

Adept promotes social responsibility, growing our own talent, and promoting engineering and construction to young people.

Adept runs a successful Apprenticeship programme, employing students from Leeds College of Building and Barnsley College. Every year new apprentices are recruited and developed, enabling them to learn and thrive. We are proud of our ability to support the engineers of tomorrow and have employed at least one apprentice every year since 2008.

Nine members of our team have come through this route, and we continue to support Higher Apprenticeships to degree level. Our very first apprentice is now a senior engineer, having graduated from a university degree funded by Adept, and is now running his own complex schemes. A number of other Adept apprentices are studying at university now.

EXECUTIVE TRAINING

Management training is offered through a number of professional organisations and business mentors who we have developed strong relationships with over the years. We draw upon their qualified experience to reflect on our methods and guide our business development strategy forward.

Our continued involvement with the Goldmans Sachs 10KSB scheme, gives access to a variety of leadership level training and development courses.



ADEPT



EROL ERTURAN | MANAGING DIRECTOR BSc, MSc, CEng, MStructE, MICE

Erol is a BRE Accredited BIM Professional with over 25 years in the industry. He is an experienced Chartered Civil and Structural Engineer with hands on experience in the design and project management of multi-storey steel and concrete framed buildings, large warehouses and major refurbishment projects.

Erol set up Adept in 2007 and the organisation has grown over the years and now employs 40 staff. Erol has a very 'hands on' approach to projects and specialises in client liaison, management and co-ordination of projects from the very early stages to completion.

Client testimonial:

"I have worked with Erol and his team on a number of occasions and have always been impressed with Adept's quality of work and professionalism. I would not hesitate in recommending Adept to new clients."

Chris Austin
Director, Brewster Bye Architects

EXPERIENCE

NEXT Warehouse Doncaster

Value: £55m

Client: Next

New automated warehouse with 60,000m² footprint and 8,500m² offices plus a link bridge to an existing warehouse



- Adept were responsible for both the concept and detailed design for the project situated at IDI Gazeley's 115 acre G Park.
- A steel structure was the ideal solution for this build, as it was quick to construct, cost effective and accommodated the long span qualities needed
- Adept engineers designed flexibility into the steel frame so that it not only meets the demands of the business now, but there is flexibility for further expansion in the future

London Metropolitan University

Client: CBRE

Various improvement schemes for student and staff educational facilities to improve the user experience by modernisation.



- Adept provided structural and geotechnical investigations and reporting for a number of buildings in Holloway, Moorgate and other campuses for proposed improvements.

SEW Eurodrive, Normanton

Value: £10m

Client: SEW Autodrive

New 9000m² assembly facility and UK HQ offices
The scope of services included substructure, superstructure, external works and drainage design



- The design concept for the scheme was developed as a holistic approach, combining the best practices in all building consultancy disciplines.
- Advanced 3D modelling tools, as well as BIM design processes, were coordinated with the architect.
- The assembly hall is dual height of approximately 7m and 11m to underside of the roof formed from three steel portal frames
- The two storey office block building incorporated upper floors constructed from reinforced concrete metal decking

ADEPT



RICHARD PARKER | DIRECTOR BEng (Hons)

Richard is an experienced Civil Engineer with over 20 years experience in the construction industry. Richard specialises in feasibility studies, drainage, highway design, ground modelling and flood risk assessments and generating new clients. He has extensive experience in the design and project management of all civil works including external works/highway design and Section 38/102/104, agreements for adoptable works and Health and Safety (including CDM regulations). His responsibilities include running large and medium scale projects from conceptual design stage through to completion.

Client testimonial:

“Adept Consulting always offer STG proactive advise Pre tender and the extend this professional approach throughout the construction process I would recommend Adept and Richard Parker for future works.”

Andy Coates
Construction Director, Strategic Team Group
(Park Road)

EXPERIENCE

Ebbsfleet Commercial Centre, Garden City

Value: £11.5m

Client: Newcrest

Ebbsfleet is the first UK garden city to be planned in over 100 years



- Major development to provide residential housing, commercial space, retail and leisure facilities. Adept played a major role in the scheme, providing structural and civil engineering works

New Lodge Extra Care, New Earswick, York

Value: £20m

Client: Joseph Rowntree Housing Trust

Extra Care Suite Facilities for retired living.



- New Lodge for Joseph Rowntree Housing Trust has 105 one and two bedroomed Extra Care suites and 45 one bedroomed residential care suites
- Two blocks of apartments were designed to provide flexible accommodation as well as useful community facilities

Park Road, Telford

Value: £9m

Client: Wrekin Housing Trust

Affordable housing development for main contractor STG



- Residential development of 90 units, providing a mixture of one, two, three and four bedroom homes, all being made available for affordable rent

ADEPT



MATTHEW RAMSDEN | DIRECTOR
BEng (Hons), CEng, MStructE

Matthew is a Chartered Structural Engineer with 20 years of experience in the design and project management of residential, historical and educational schemes, multi-storey construction and refurbishment work. He has worked on a number of projects where additional protocols were required such as in working health centres, working schools (DBS checked) and rehabilitation homes.

Matthew is a very focused Director with experience in the design and project management of both large and small schemes. He is responsive to the client's needs and has a strong track record of gaining repeat work.

Client testimonial:

"Thank you for a most excellent and professional service. The work was within an extremely challenging environment within exceedingly tight time schedules and with several major constraints in a 100 year old Grade 1 Listed Building.

Matthew and his team had an excellent attitude, were very respectful and understanding of the project requirements.... Exemplary service - an outstanding advertisement for Adept."

**Eamonn Cahill,
Senior Project Manager, Interserve Construction
(Kirkgate Market)**

EXPERIENCE

Rotherham Interchange

Value: £12m

Client: Sheffield Combined Authority

Extensive refurbishment scheme to Rotherham Interchange

- Jefferson Sheard Architects worked on this important town centre asset, with a focus on refreshing the concourses with upgrades to flooring, plinths and glazing
- The building is undergoing recladding and Adept have been responsible for proving the structural stability of the building is not compromised by the revised cladding
- Adept have also designed the structural solution for new roof top canopies which are being introduced on the buildings for weatherproofing and passenger comfort.



Kirkgate Market, Leeds

Value: £12m

Client: Leeds City Council

Extensive refurbishment, significant roof works and new internal structures

- Major refurbishment to a Grade I Listed building required sensitive engineering
- Re-design of the original drainage system saved the client valuable time and money
- Provided condition surveys to both historical roofs
- Coordinated an analytical survey enabling Matthew to advise the council on remedial strategy.



Oakridge Park, Milton Keynes

Value: £3.5m

Client: Simons Construction

New retail premises and mixed-use commercial development

- This scheme for Newcrest Developments included a new 15,000ft² ASDA store plus a mixed-use commercial parade of around 10,000ft², incorporating potential retail, beauty and medical uses
- Adept provided full civil and structural design solutions meeting complex needs for quality of space, satisfying occupational requirements on time and on budget.



Rudding Park, North Yorkshire

PROJECTS

SPA REDEVELOPMENT SCHEME

Rudding Park is a privately owned luxury five star hotel in 300 acres of gardens and woodland and is situated in Harrogate, North Yorkshire. The existing hotel has been developed and extended over a number of years. We were appointed to carry out specialist structural designs for Rudding Park's new, state of the art, contemporary £9.5m spa expansion. The spa was designed to be spacious, light and airy. We worked with main contractors Henry Boot and Howard Civil Engineering on the project which included a 17 metre swimming pool, a hydrotherapy suite, thermal rooms, treatment complex, restaurant and bar as well as a feature rooftop garden.

Designed by Leeds based Architects, Enjoy Design, the three storey structure features basement level treatment rooms, with the main pool on the ground floor. The sauna and steam rooms are contained within a glass structure at first floor level. From the outside, the true scale of the building is deceptive as many of the facilities are submerged below ground.

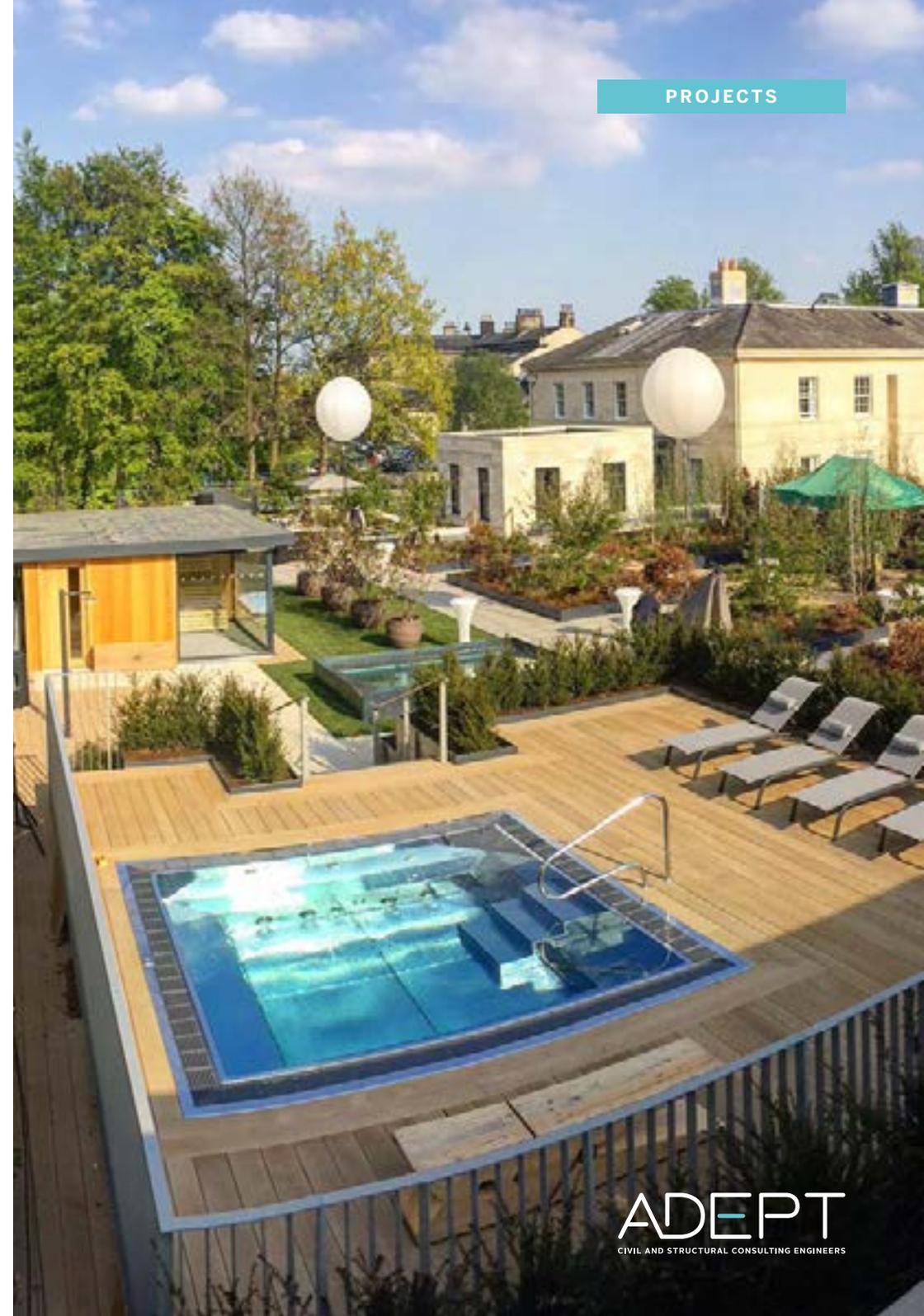
Adept designed and detailed the civil and structural elements of the project, including the reinforced concrete structures for the main building and basement areas, the swimming pool and suspended first floor level hydrotherapy pool. The spa extension is the latest addition to the hotel's impressive range of facilities which include a 90-bed four star hotel, the AA Rosette Clocktower Restaurant, golf course, cinema, conference.

"This was a stunning project to work on, however, it was also a very complex project because of the vast weights involved. The roof garden alone has a loading requirement of over a tonne per square metre in places, once it had been landscaped. To overcome this, we designed a reinforced concrete frame which has the added benefit of being extremely water tight and very good acoustically, which means parts of the building are very quiet to enhance its relaxed ambience."

**Erol Erturan, Managing Director,
Adept Consulting Engineers**

"Our new Spa surpasses anything else in the north of England. The whole project was designed to recapture Harrogate's Spa heritage, by providing a range of superb facilities in tranquil surroundings, and we were delighted to work with such an experienced team of consultants to deliver the scheme."

**Peter Banks, Managing Director,
Rudding Park**



Leeds Kirkgate Market

PROJECTS

REFURBISHMENT AND IMPROVEMENT SCHEME

Situated in a prime city centre location, on Vicar Lane, Leeds, the Grade I Listed building had a major £12.3m refurbishment and improvement scheme by Leeds City Council.

Leeds Kirkgate Market is one of the largest indoor markets in Europe and is of significant local and historical importance, having enormous relevance to the diverse communities of Leeds and the wider Yorkshire region.

Adept's role was key to the success of the development scheme. Appointed by the contractor Interserve, we provided a full range of civil and structural engineering services on the project. Our services included designing the structures for the Market's new retail units and service areas, as well as creating a brand new event space that will become one of the Market's key focal points. We were also responsible for verifying the adequacy of the roof structure, designing a replacement floor slab and upgrading the market's drainage system.

The work to the roof areas provided a large proportion of the work and Adept were able to provide condition surveys to both the historic roofs and the more recent 1976 and 1981 space frame roofs. These roof inspections were coupled with coordinating an analytical survey which proved the loading capacity of the existing structures and together enabled Adept to provide direct advice to the council on matters pertaining the roof.

"This was a complex project because the Market was mostly constructed in four main periods dating back to 1875, 1904, 1976 and 1981 and each section has its own history and challenges. Large parts of the building are in need of repair and the drainage system is antiquated by today's standards".

Matthew Ramsden, Director, Adept Consulting Engineers

"Adept's team has a wealth of experience working on other large-scale and historical buildings and immediately understood the project's requirements, which made them the ideal engineers for us to work with."

Eamonn Cahill, Senior Project Manager, Interserve



Next Distribution Centre, Doncaster

PROJECTS

WAREHOUSE AND DISTRIBUTION

Adept worked with main contractor Bowmer & Kirkland and steelwork contractor Billington Structures on the 58,000 square metre, 25 metre high distribution centre and offices for retail giant Next.

Almost 5,000 tonnes of steel was used to create the impressive and modern structure. We were responsible for both the concept and detailed design for the project situated at IDI Gazeley's 115 acre G Park in Doncaster. The project value totalled £55m.

A steel structure was the ideal solution for this build, as it was quick to construct, cost effective and accommodated the long span requirement. The structure measures 380 meters in length and has spans of up to 37 meters. We designed flexibility into the steel frame so that it not only meets the demands of Next Plc now, but it allows the option for further expansion in the future. We modelled 800 using Revit software and this generated error free information.

One end of the distribution centre has a four storey office block attached. To the opposite end, a conveyor link bridge ensures that stock can be transferred to another existing Next warehouse, across Holme Wood Lane.

The bridge is a four span, 120 metre long structure formed with a series of trusses to accommodate the double deck configuration. The lower deck features conveyors, for transporting goods and the upper deck is a pedestrian thoroughfare for staff.

"Our firm has been responsible for both the concept and detailed design for the project and we were delighted to be working on this exciting project for Next."

**Erol Erturan, Managing Director,
Adept Consulting Engineers**

"We chose to work with Adept and Billington Structures as both firms are specialists in their fields. It was a large scale complex project that demanded skilled design teams who were highly experienced and professional and we were confident with the joint efforts of everyone working on this project."

**Ben Howard, Project Manager,
Bowmer & Kirkland**





Build your future

INTERESTED?

If you are interested in this opportunity and would like to discuss it further, please contact Erol Erturan:

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t: 0113 239 4518

e: erol.erturan@adeptcsce.com

Adept is an Equal Opportunities Employer



ADEPT
CIVIL AND STRUCTURAL CONSULTING ENGINEERS