

# ADEPT

CIVIL AND STRUCTURAL CONSULTING ENGINEERS



RECRUITMENT BRIEF

**Graduate Engineer - Civil/Infrastructure**

LEEDS

[www.adeptsce.com](http://www.adeptsce.com)





# 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

# Introduction to Adept



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

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

# 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

Over the years we have invested a significant amount of time and money into the development of our business, BIM and staff training. Growth and evolution is key to the success of Adept

2018 was our most successful year to date and we recruited more staff than ever before. 2019 will be another exciting year of growth and expansion for Adept. We plan to appoint Directors in London and Manchester in 2019 as part of our long-term growth strategy. The two new Directors will become key in sustaining our business growth.

Turnover, profit, overall growth and client diversification have been very positive over the past few years. In 2018 for example, our turnover increased 25.5% in comparison to 2017, staff numbers increased by 13% and we won a prestigious award from the Institute of Structural Engineers. The award, the Best Medium Sized Structure of 2018 (Yorkshire Regional Group – Medium Sized Business), for the prestigious £9.5m Ridding Park Spa Redevelopment, recognised our holistic approach to achieve innovative solutions to technical problems in an efficient and sustainable manner.

We also secured our largest project to date, an £88m development scheme with Henry Boot Construction. The Glass Works is a major town centre development in Barnsley and is located on a 3.8 hectare site around Cheapside. The development is very significant for the region and will provide 590,000 ft<sup>2</sup> of entertainment facilities inclusive of shops, restaurants and a multi-screen cinema.

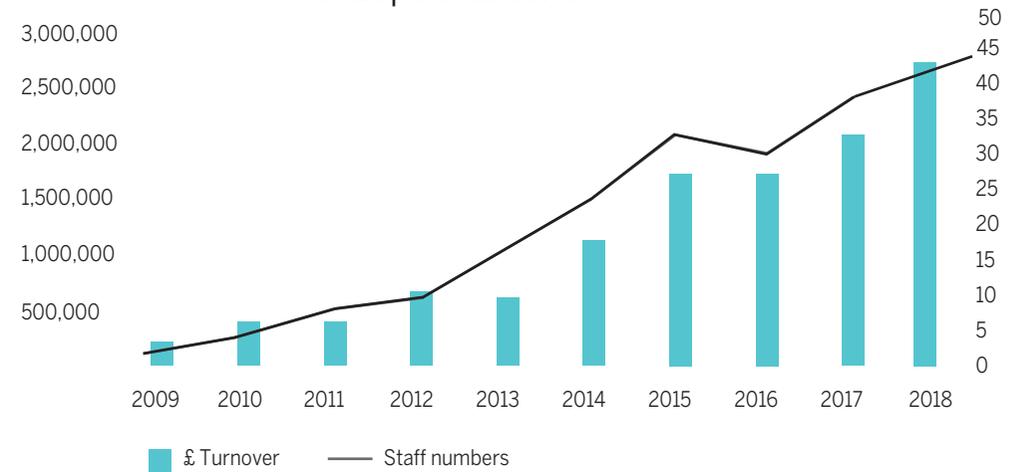
In 2019, we will be playing a key role in the development of Future Park, one of the UK's most significant cultural and energy-efficient attractions to be built in the 21st Century. This project was recently awarded the 'Best Futura Mega Project 2019' at the MIPIM awards.

Our 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.

# The Growth of Adept

Within our industry we are recognised for leading service excellence and professional development. This has created a loyal client base that continues to grow and diversify

### Adept's Growth



# The Opportunity

We are looking for a dynamic, optimistic and ambitious Graduate Civil Engineer with excellent commercial awareness

## THE PERSON

- Outstanding passion for civil engineering, infrastructure and design
- Reliable and enthusiastic
- An analytical and detailed approach to work
- A confident team player with superb interpersonal and communication skills
- Unquestionable integrity and confidence
- Excellent team player
- A logical analytical approach to problem solving and the initiative and determination to complete tasks
- Willingness to learn

## QUALIFICATIONS, SKILLS AND EXPERIENCE

- Excellent knowledge of relevant software (please refer to our Digital Innovation section for further details)
- The ability to work on multiple projects simultaneously
- Bachelor's Degree in Civil Engineering (or equivalent)
- Membership of a Professional (and relevant) Institution
- High degree of competence in project management



# The Role

The role is office based with occasional visits to construction sites. The post is within the Adept civil engineering design team which is responsible for the design of highway and drainage schemes for commercial, industrial and residential developments

## OBJECTIVES AND KEY RESPONSIBILITIES

Training will be provided to enable the successful candidate to carry out the following tasks:

- Learn and become a competent user of Innovyze Microdrainage, Autocad Civil 3D and Causeway Infrastructure and drainage design software. Any prior knowledge would be an advantage
- Management of Drainage/Highway designs and provision for all types and scales of development projects
- Collaborate with rest of the Civil/ Drainage team in the delivery of outputs to agreed deadlines
- Liaise with the client and design teams on active projects and to manage and procure deliverables on time
- Careful management of project time recording
- Work effectively within a team and contribute ideas concisely
- Liaise with clients confidently through effective communication and collaboration
- Attend Design Team Meetings.
- Run the day to day workings of a project with assistance from the Principal Engineer/Director of the team.
- Prepare and manage technical reports





# Why consider this opportunity?

## BENEFITS

This is an exciting opportunity to join a forward thinking company. We are offering a competitive salary with a range of benefits inclusive of a contributory pension, healthcare scheme, free on site parking, paid professional membership fees, 21 days annual leave (in addition to bank holidays), tailored training opportunities and the opportunity to attend a range of employee social events.

The successful candidate will be working with a highly motivated and committed team who successfully deliver an interesting and broad range of civil and structural engineering projects, within sectors such as healthcare, education and residential.

Our office is a friendly and supportive working environment. Our extremely high retention rate and annual appraisal staff

feedback demonstrates Adept's employee satisfaction.

We have a Social Committee who organise and run regular social events every year. The events for 2019 included an American pool tournament, ten pin bowling, Tough Mudder, Foot Golf, monthly sponsored pub outings, Christmas party and a weekend away in Liverpool. Each member of staff also receives a £100 birthday bonus.

Our dedication to valuing and nurturing our employees has been recognised by Investors In People. We now hold an IIP Silver accreditation.

Adept is an Equal Opportunities Employer

# The Adept Culture and Team

We know that a happy workforce leads to increased morale, productivity and efficiency

## 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.

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 two days paid volunteering leave per annum.

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

## APPRENTICESHIP SCHEME

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 scheme. A number of other Adept apprentices are currently studying at university.

## 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 Goldman's Sachs 10KSB scheme, gives access to a variety of leadership level training and development courses.



# Investors In People Accreditation

Adept Consulting Engineers are Investors in People accredited. Here are just some of the comments from the IIP Assessor:

“Adept Consulting Engineers has some great foundations in place with regard to best practice and this is commendable for a company of its size. In particular the culture of collaboration and professionalism, especially when some of the employees are young, is excellent.”

“The company motto ‘**Engineering Better Together**’ describes a truly collaborative way of working whether that is internally between colleagues or externally with stakeholders such as clients or contractors or even the wider community through the CSR work undertaken by the organisation.”

“The three directors are held in high regard by employees who have confidence in the business being taken in the right direction. There is clarity of vision, purpose and objectives and people trust that the leadership team will take the business forward.”

“Innovation as a thought process is regarded as being ‘part of the DNA’ of the business and a catalyst for change. The business is quick to adopt new technology where ever financially viable and regards this approach as a necessary part of its growth strategy.”





# Build your future and become a part of our success

INTERESTED?

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

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