

ADEPT

CIVIL AND STRUCTURAL CONSULTING ENGINEERS



RECRUITMENT BRIEF

Revit Technician

LEEDS



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

Adept was founded in January 2007 by business partners Erol Erturan, Richard Parker and Matthew Ramsden. Neil Brown joined in 2019, followed by Paul Gill and Gareth Shepherd in 2021 as Directors of the company.

We have a 'hands-on' Director led approach to carefully manage progress on every job and collaboratively develop solutions with the team which **maximises value**.

We are customer focused and know how to **listen** well and collaborate with clients, stakeholders and third parties, which is why **80% of our work is generated from repeat business**.

Highly responsive, we employ the best staff who work collaboratively to Engineer Better Together using the latest technology to deliver innovative best value civil and structural solutions on time.

Our expert teams focus on delivering high quality customer services and high value returns from our offices in Leeds, Sheffield, Manchester and London.

Our Sectors:

- Commercial
- Distribution
- Education
- Energy
- Extra Care
- Food Processing
- Healthcare
- 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
- Feasibility studies
- Flood Risk Assessments
- Desktop studies, site investigations
- Drainage
- External works and highways for new build and refurbishment projects
- General civil and structural advice
- Structural surveys and reports for existing properties
- Superstructure
- Detailed designs and drawings of foundations
- Project management and lead consultant services
- Building Information Modelling (BIM) including providing data rich 3D models
- 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.



Our Business Values

Adept is a technology led organisation built around collaborative values.

We work to Engineer Better Together using BIM.



Innovation

We design using the latest technology to deliver better results for our customers.
Committed to **BIM** and **Industry Standards**.

Excellence

Leaders in quality service and professional development,
Customer focussed, personal and highly **responsive**.
We know how to listen well and deliver value at every stage.

Collaboration

We seek full collaboration at all levels, working in partnership to **exceed** customer expectations through open and honest communication.

Caring

Understanding our clients **requirements** and **targets** is important to us. We provide high levels of customer care to meet their needs.

Sustainable

Responsible sourcing of materials and labour.
We look after the **environment** and consider the carbon footprint of our activities.

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

Turnover, profit, overall growth and client diversification have been very positive over the past few years.

2020 Covid Curve ball

Despite the difficult times during 2020 we have managed to maintain turnover, win places on three important public sector frameworks and secure some significant new clients. Like many small businesses our short term goals have been pushed back to 2021, but our long term goals remain the same.

Crucially, we have made some significant staff appointments this year, welcoming a new Regional Director in Leeds. We also opened a new satellite office in Sheffield. These changes have secured our stable position in the market place as one of the leading engineering consultants in the North, and will bolster our efforts to grow the business.

Subject to work winning, we will require further staff to support our leadership level staff and ensure we continue to resource projects accurately.

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.

We plan to appoint a Director in London in 2021 as part of our long-term growth strategy. The Leadership Team will become

key in sustaining our business growth and in mentoring their teams.

Previous Performance

2018 was our most successful year to date and we recruited more staff than ever before.

Our turnover increased 25.5% in comparison to 2017, staff numbers increased by 13% and we won a prestigious award from the Institution of Structural Engineers.

The award, the **Best Medium Sized Structure of 2018** (Yorkshire Regional Group – Medium Sized Business), for the prestigious £9.5m Rudding Park Spa Redevelopment, recognised our holistic approach to achieve innovative solutions to technical problems in an efficient and sustainable manner.

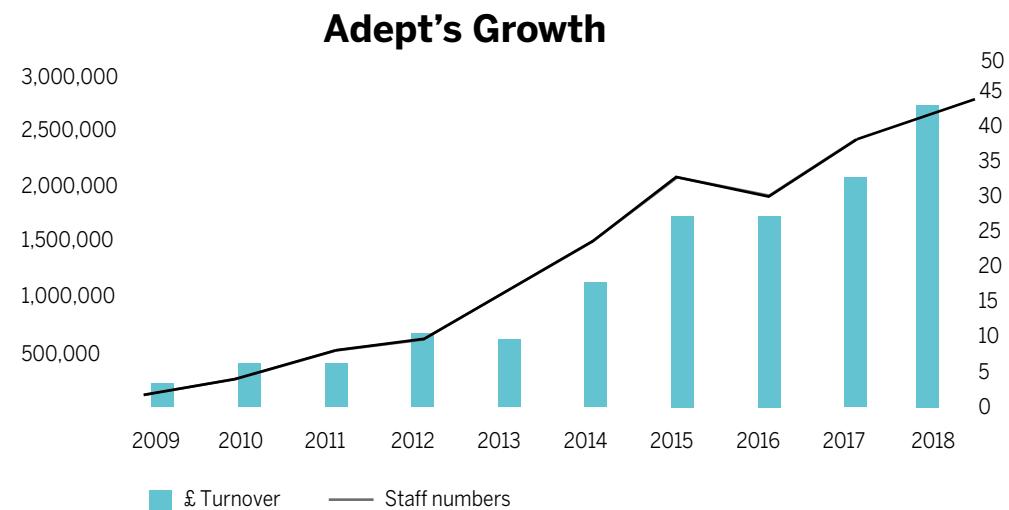
We also secured our largest project to date, an **£89m re-development scheme with Henry Boot Construction. The Glass Works** is a major town centre development in Barnsley and is located on a 3.8 hectare site around Cheapside. The development is very significant for the region and will provide 590,000 ft² of entertainment facilities inclusive of shops, restaurants and a multi-screen cinema.





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





Testimonials

"The Adept team are very knowledgeable and helped us to identify an economical solution for the cut and fill and advised on the complex retaining structures."

Louise Marsden, Project Manager, Rochdale Borough Housing

"Adept have consistently demonstrated their ability to work with HBC and our partners collaboratively providing innovative, sustainable and cost effective solutions."

**Tony Shaw, Operations Director
Henry Boot Construction**

"I have always found the team extremely helpful and willing to explore solutions that will benefit the designers and the client, both in programme and cost terms."

Andrew Southey, Andrew Southey|Architects Ltd

"I find it important to have a Director level point of contact which speeds up decisions and any resolutions. I have consistently found Adept to work in a collaborative, honest and professional manner which makes them a pleasure to work with."

David Stanway, David Stanway & Associates

"Adept's **service is unparalleled**. Well-staffed at all levels, approachable, proactive and responsive on all construction schemes and sectors."

Michael Bickle, Director, Michael Eyres Partnership

"Adept always meet programme deadlines and also allowed cost savings to our client at the design stages, without the quality being compromised."

Helen O'Reilly, Associate Architect, Bond Bryan

"All engineers involved in the project had an **excellent attitude**, were very respectful, **understanding** and their professionalism was exemplary. An outstanding advertisement for your company."

**Eamonn Cahill, Senior Project Manager
Tilbury Douglas**

"The team are very **proactive**, with a mindset to help and are willing to do the necessary levels of work to ensure full, concise information is provided.

Staff are friendly and welcoming with a **good attitude** towards a team ethos. It is refreshing and enjoyable to know they are part of the team structure for a project."

James McDermott, Director, KPP Architects

"Adept's practical and pragmatic approach, together with their team ethos ensured that the design developed smoothly and effectively.

Working in **Revit was an invaluable part of the design** process in ensuring the team collaborated and developed a successful design".

Pauline Lake, Director, Race Cottam

The Opportunity

Dynamic and optimistic in their approach, we are looking for an ambitious and well rounded **Structural Revit Technician** to work in our busy Leeds office.

THE PERSON

- An analytical and detailed approach to work
- Reliable and enthusiastic
- Motivated, collaborative, passionate
- A confident team player with superb interpersonal skills
- A creative innovator with a technical approach to projects and tasks
- Unquestionable integrity, experience, confidence, and the stature to effectively address major client needs and challenges
- A hands-on approach to projects
- A natural troubleshooter who can find simple, efficient solutions to identified challenges or complications
- A keen interest in the design and structure of buildings
- Impeccable attention to detail

QUALIFICATIONS, SKILLS AND EXPERIENCE

- Proven competency in producing 3D models from Point Cloud data including the creation of parametric families within Autodesk Revit
- Good problem-solving skills
- Sound understanding of physics and mathematics
- Three-dimensional conceptual skills
- Extremely strong communication, presentation and negotiation skills
- Diagrammatic skills
- The ability to work effectively and efficiently within a team
- The ability to liaise well with professionals from other disciplines
- Three or more years experience in the industry
- Proficient in AutoCAD
- Advanced experience in Revit and collaboration between Revit and Navisworks
- Detailed knowledge and understanding of the principles of Building Information Modelling (BIM). Knowledge of the BIM level 2 process would be an advantage but not essential
- The ability to work on multiple projects simultaneously



The Role

The work is office-based, with occasional visits to construction sites.

OBJECTIVES AND KEY RESPONSIBILITIES

- Maintaining the Company Revit/BIM standards and templates
- Revit project reviewing
- Production of structural engineering 2D and 3D drawings at all stages, including concept, tender and construction
- Production of high quality Revit models, ensuring that the drawings co-ordinate with other disciplines
- Preparation of building structures drawings with accuracy and integrity
- Working collaboratively within the team to adhere to BIM standards
- Preparation of project documentation
- Generating clash reports
- Delivery and management of multiple BIM projects
- Setting up and defining project models
- Overseeing model authoring by others to SMPs and standards





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

Our Leeds office is a high-quality office space in a restored mill situated on the historical Farsley Town Street.

This is an exciting opportunity to join a forward-thinking company. We are offering a competitive salary which is dependent on experience. We are also offering a range of benefits inclusive of a contributory pension, healthcare scheme, free on-site parking, paid professional membership fees, 22 days annual leave (in addition to bank holidays) rising to 25 days with each year of service, tailored training opportunities and the opportunity to attend a range of employee social events. A discretionary profit and performance related annual bonus up to one month's salary will be provided.

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 93% retention rate and annual appraisal staff feedback demonstrates Adept's employee satisfaction.

We genuinely believe in the benefits of providing a pleasant working environment where staff are respected, informed and given opportunities to better themselves.

We have a Social Committee who organise and run regular social events every year. The events for 2018 included an American pool tournament, a bowling tournament, a Krypton Factor Challenge, a team building weekend away, a virtual golf tournament, a casino night out and monthly sponsored pub outings. 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.

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.



Investors In People

Adept Consulting Engineers have achieved an Investors in People Silver accreditation. 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 Solutions 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 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."



Culture & Social Value

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 Goldmans Sachs 10KSB scheme, gives access to a variety of leadership level training and development courses.





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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