

# ADEPT

CIVIL AND STRUCTURAL CONSULTING ENGINEERS



## RECRUITMENT BRIEF

### ASSOCIATE CIVIL/STRUCTURAL ENGINEER - SHEFFIELD

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







Adept is 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 in the company and most recently Neil Barrett in 2022 as Regional Director of the London office.

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





# The Opportunity

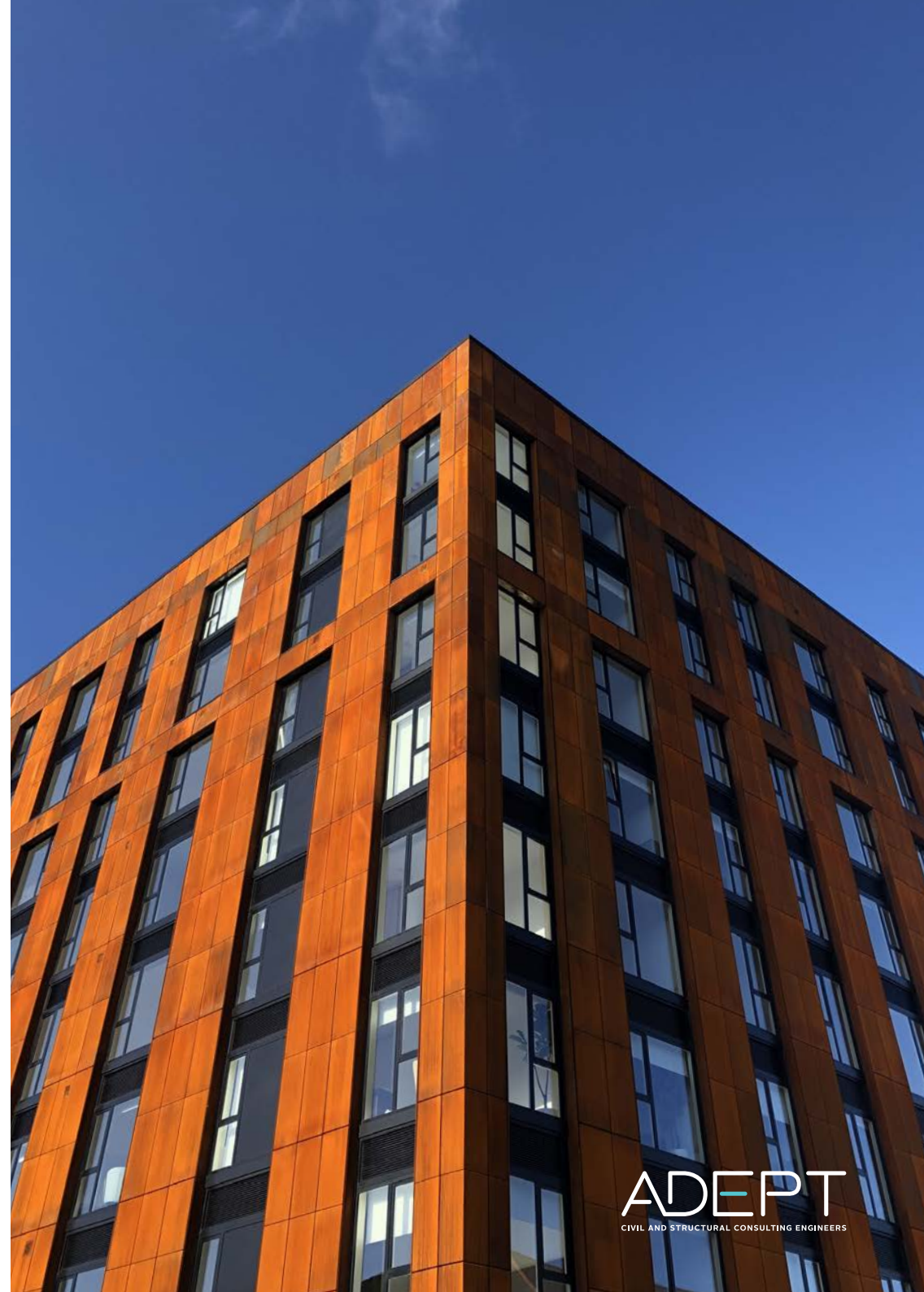
We have a requirement for an aspiring Associate Engineer to manage our Sheffield office. You will play a key role in establishing and leading a new team based in Sheffield and will be integral to growing our portfolio of projects within the region.

## THE PERSON

- Outstanding knowledge and understanding of civil and structural engineering and design
- A reliable and enthusiastic individual with a 'hands-on' approach to projects
- An analytical and detailed approach to work
- A confident team player with superb interpersonal skills
- A natural 'technical leader'
- Unquestionable integrity, experience, confidence, and the stature to effectively address major client needs and challenges
- Detailed knowledge and understanding of the principles of Building Information Modelling (BIM)
- A natural troubleshooter who can find simple, efficient solutions to identified challenges or complications
- A highly motivated and ambitious individual with a passion to succeed and develop an ambitious team
- Excellent team player and purveyor of collaborative behaviours

## QUALIFICATIONS, SKILLS AND EXPERIENCE

- Excellent problem-solving skills
- Extremely strong communication, presentation and negotiation skills
- Experience of managing and mentoring a team
- The ability to liaise well with professionals from other disciplines
- Excellent knowledge of relevant software (please refer to our Digital Innovation section for further details)
- The ability to work on multiple projects simultaneously
- A Bachelor's Degree in Civil/Structural Engineering (or equivalent)
- Membership of a Professional (and relevant) Institution (Desirable)
- A successful track record of building Client relationships
- Five years or more experience working at a senior level
- Proven business leader and a recognised technical expert within the within the UK Development sector
- High degree of competence in project management





# The Role

The role is office based with visits to construction sites. You will be involved in detailed design, value engineering, design delivery, project management, execution, and handover.

Adept already has a successful record of being appointed to and delivering a range of works around South Yorkshire and in 2021 we became part of the Sheffield City Council Framework.

## OBJECTIVES AND KEY RESPONSIBILITIES

- Lead and grow Adept Sheffield Office
- Develop existing client relationships and generate new client and assist with work winning
- Overall responsibility for delivery of projects
- Liaise with Client Project Directors (or equivalent) to pre-empt and resolve issues
- Present to Clients and key stakeholders in a professional, responsive and client focused manner
- Receive project brief and carry out briefing of the team members and lead on analysing data, development of design drawings and report production
- Act as a Project Manager as necessary including monitoring financial and commercial performance
- Ensure technical content and quality of output produced is in line with the project brief
- Attend regular Project Progress and Client meetings
- Prepare detailed Client briefs or fee proposals for Client submission and contribute to bids and tenders
- Liaise with current and proposed Clients to maintain repeat business and generate new business
- Establish strong working relationships with all members of the Adept team
- Mentor and support the development of staff within your team







# Why consider this opportunity?

## BENEFITS

Our Sheffield office is located at Courtwood House in Sheffield City Centre, a 15 minute walk from the train station.

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:

- Contributory pension
- Company phone
- Healthcare scheme
- Electric vehicle scheme
- Cycle to Work Scheme
- Monthly gym membership contribution
- Paid professional memberships fees
- 25 days annual leave (in addition to bank holidays),
- Employee social events
- A discretionary profit and performance-related annual bonus
- £100 birthday bonus

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

Our extremely high 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 2022 included an American pool tournament, a bowling tournament, a the Yorkshire Three Peaks, a team building weekend away, and monthly sponsored pub outings. Each member of staff also receives a £100 birthday bonus.

# 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.

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 appointed a Regional Director for London in 2022 as part of our long-term growth strategy and looking to recruit a similar position to develop and lead a Sheffield team. The Leadership Team will become key in sustaining our business growth and in mentoring their teams.

One of our largest projects to date was the £89m re-development scheme with Henry Boot Construction. The Glass Works, a major town centre development in Barnsley, is located on a 3.8 hectare site around Cheapside. The development is very significant for the region and provides 590,000 ft<sup>2</sup> of entertainment facilities inclusive of shops, restaurants and a multi-screen cinema.

We have well established relationships with clients and consultants, including:

- RLB
- Turner & Townsend
- Edge Property Consultants
- MAC Consulting
- Race Cottam Architects
- HLM
- Bond Bryan
- Sheffield City Council
- Rotherham Council
- Henry Boot Construction
- HBD
- Next

Adept already has a successful record of being appointed to and delivering a range of works around South Yorkshire and in 2021 we became part of the Sheffield City Council Framework.





# 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.





# Testimonials

"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

"Adept are honest, efficient, and professional. Well organised, detailed in their document management, and most importantly, proactive in their approach. Any design queries are identified early and resolved in a collaborative manner to maintain the momentum of the project."

Richard Elam, Galliford Try

"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 Architect  
Limited

"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

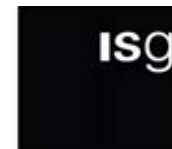
"Adept's practical and pragmatic approach, together with their team ethos ensured that the design developed smoothly and effectively. Working in Revit was an invaluable part of the design process in ensuring the team collaborated and developed a successful design."

Pauline Lake, Director, Race Cottam

"The 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

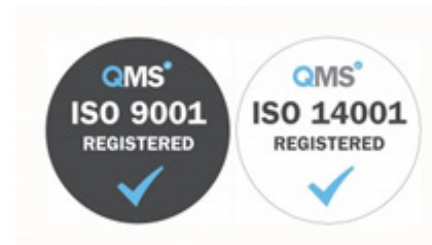
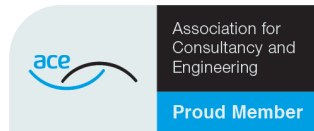
# Our clients





# Industry Recognition and Accreditations

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



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







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

Erol is an experienced Chartered Civil and Structural Engineer with 30 years 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 to employ over 50 staff. With a very 'hands on' approach to projects, Erol specialises in client liaison, management and co-ordination of projects from the very early stages to completion.

His primary role is to manage a team of civil and structural engineers, technicians and BIM co-ordinators to effectively communicate information with the Principal Designer. He will lead and engage his team to ensure best practice design principals, quality standards and information management.

Erol is a BRE Accredited BIM Professional.

#### Client testimonial:

"Adept worked closely with the design team at CAPA College to develop a design which dealt with the challenges of the site as well as a tight budget. Engaged in all meetings, providing valuable design input and suggesting ways of making the design more practical and affordable."

Pauline Lake, Director, Race Cottam Architects

## EXPERIENCE

### The Glass Works, Barnsley

Value: £89m

Client: Henry Boot Construction

A major town centre development in Barnsley located on a 3.8 hectare site. The scheme provides the region with 590,000 ft<sup>2</sup> of entertainment and shopping facilities.

- Adept used 3D modelling and design software to aid coordination of this complex project.
- The new structures are located adjacent to existing buildings with party wall matters. Construction included building over Sough Dyke, a culverted main sewer to Barnsley City centre.
- We re-designed the public realm to allow backfill material to be retained on site instead of the basement void saving time and cost in the region of £400,000.



### Leeds Kirkgate Market, Leeds

Value: £12m

Client: Leeds City Council

This was a major refurbishment and improvement scheme by Leeds City Council. Adept played a key role in the scheme to provide a full range of civil and structural engineering services.

- Adept's services included designing the structures for the Market's new retail units and service areas, as well as creating a brand new event space, now 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.



### Algernon Firth, Leeds

Value: £3m

Client: Electrical Support Ltd

Conversion of the Grade II listed former Leeds University Pathology Laboratory into modern student residential accommodation with 110 rooms.

- Adept provided the creativity that is required for such a significant refurbishment and additionally the collaborative skills to work effectively whilst under demanding time scales. This was demonstrated late in the design scheme when time and cost implications required Adept to provide alternative solutions to aid the progression of the project for the upper mezzanine.





**RICHARD PARKER | DIRECTOR**  
BEng (Hons)

Richard is a highly skilled Civil engineer with over 26 years' experience in the construction industry managing the delivery of Education, Residential, Healthcare and refurbishment schemes.

Richard specialises in feasibility studies, drainage, highway design, ground modelling and flood risk assessments. 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).

He is a hands-on director, leading a team of Civil engineers running small, medium and large scale projects from conceptual design through to completion.

## EXPERIENCE

### Wynyard C of E Primary School

Value: £5m

Client: Diocese of Durham

A steel framed two storey new build primary school, three sets of external stairways linking the school between split levels plus a specialist design sports pitch required close liaison with third parties.

- The sloping nature of the site presented meant creation of a semi basement with a significant retaining wall and ground bearing slab.
- Introduced permeable paving for the car parking area to enable the utilisation of a SUDS element on site.
- Close liaison with Northumbrian Water and Stockton Council. to manage outfall arrangement and exceedence flow



### Rother Living, Rotherham

Value: £31.8m (combined)

Client: Willmott Dixon (for Rotherham Metropolitan Borough Council)

Scheme includes three Rother Living developments led by Rotherham Council to create 171 new homes in a living-led model on three interconnected brownfield sites at Milford House, former Henley's Garage and Sheffield Road.

- Material cut from two sites was re-used to fill Sheffield road, which required a contiguous piled wall to build up levels.
- Fusion system of lightweight gauge steel was specified to reduce piling and minimise the foundation solution costs.
- We demonstrated flexibility and responsive engineering in the drainage philosophy due to an unknown culvert discovered during bulk earthworks.
- Liaison with Yorkshire Water ensured sewer adoption was expedited efficiently to their approval.
- Working with surveyors to plot an easement around a large services culvert and advised CFA piles to minimise vibration.



### St Mary's Primary School, Malton

Value: £3.5m

Client: St Mary's School

The project involved the extension of the existing primary school in Malton. The build delivered a single-storey teaching block for pupils aged 11-14 years.

- Redevelopment of existing school sports facility. Steel frame construction with shallow foundations.
- The building design integrates with the landscape to provide the school with external educational opportunities and includes an accessible jetty over a pond – this forms part of the sustainable surface water drainage solution.







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

Matthew's role on this project will be to manage a team of civil and structural engineers, technicians and BIM co-ordinators to effectively communicate information with the Principal Designer.

He will lead and engage his team to ensure best practice design principals, quality standards and information management.

Matthew has consistently delivered quality consultancy and responsive designs within complex educational and healthcare environments and is extremely focussed on providing Engineering solutions which are responsive to the client's needs.

#### Client testimonial:

"Adept provided a range of civil and structural design services for a variety of schemes on this live hospital site.

We collaborated with Adept on a few schemes to upgrade facilities. They provided us with valuable structural design services to allow for the introduction of new mechanical and electrical equipment, both internal and external."

Deborah Carr, Bridger Carr (Bradford Royal Infirmary Site Upgrades)

## EXPERIENCE

### Huddersfield Royal Infirmary, COVID Ward

Value: £5m

Client: Calderdale and Huddersfield NHS Foundation Trust

Appointed as a PSCM by IHP via the P22 Framework, to deliver the new COVID Ward 18 within the existing concrete framed building.

- Provided structural support and consultation throughout the duration of the project,
- Consideration was made to the construction methods of the external ductwork frames.
- Using advanced modelling techniques we were able to model the existing structure using historic record drawings. This benefitted the whole design team as it allowed an accurate 3D model to be generated early in the project for use throughout the works.
- The project won Building Better Healthcare 2021 Awards for Best Covid Project Team, Best Covid Project Design and Clinicians Choice.



### Chesterman Theatres, Sheffield

Value: £5m

Client: Northern General Hospital

Scheme to upgrade the existing cardiothoracic centre in the Chesterman building at Sheffield's Northern General Hospital to be HTM-03 compliant.

- Working in a phased manner over 3 years to maintain the operation of 4 theatres.
- Structural modifications to 2 floors which encompass the theatres and plant rooms. This is to facilitate the enhancement and replacement the ventilation system to the new standard.



### Aire Court, Leeds

Value: £600,000

Client: Community Ventures

The project consisted of internal space refurbishment to allow functionality as a modern medical facility and also to provide a light rich and aesthetically pleasing entrance area.

- The project involved a complete refurbishment to the ground floor of the medical centre and included the removal of a number of load bearing walls.
- Steel beams were introduced to facilitate the load transfer from the upper floors where load bearing elements were removed.





# The Glass Works, Barnsley

TOWN CENTRE  
REDEVELOPMENT

## SUMMARY

### Client

Barnsley MBC

### Location

Barnsley

### Project value

£89m

### Architect

IBI Architects

### Contractor

Henry Boot  
Construction

### Project brief

The Glass Works is a major re-development scheme regenerating the centre of Barnsley as a thriving market town. Centred around the revitalised Market Square is 590,000 sq.ft. of entertainment facilities, constructed over three years across a 3.8Ha site.

We provided full Civil and Structural design services for the new public open space, a cinema, bowling, retail units, restaurants, and 500-space multi-storey carpark.

## SOLUTION

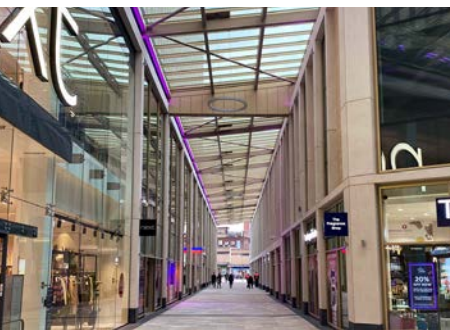
This re-designed public realm space provides an improved focal point for the city centre. The space includes retaining walls to accommodate changes in levels, water features, granite seating areas and a mixture of hard and soft landscaping. The public realm area also houses underground storm water attenuation tanks to control the rainwater flows from the new buildings, and the design incorporated the backfilling of unused basements to save material being taken off-site.

The public realm area was circled by four new steel-framed buildings constructed adjacent to existing buildings, and the scheme was also built over Sough Dyke, a culverted main sewer in the city centre. A smaller public realm space was redesigned next to an adjacent

retail area over some disused underground toilets.

The buildings were constructed with CFA bearing piles for foundations and contiguous pile walls for basement wall. We also helped deal with significant party wall matters.

Our team adopted a more efficient strategy for the car park design, as we did not feel the original concept was feasible and we could help our client save time and cost. When the existing car park was demolished, we ensured the rubble from the 6,500-tonne building remained on site and was crushed for re-use, rather than going to landfill. Our design incorporates this waste material, reducing costs by approximately £400,000.







# 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:

m: 07905 495 434

t: 0113 239 4518

e: [erol.erturan@adeptcsce.com](mailto:erol.erturan@adeptcsce.com)

Adept is an Equal Opportunities Employer



**ADEPT**  
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