



## Structural BIM Technician

October 2023

84 Walcot Street  
Bath  
BA1 5BD

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27/31 Clerkenwell Close  
London  
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## Structural BIM Technician

***We are expanding and have an exciting opportunity for a technician with two to five years' experience to join our technician team in Bath.***

Salary range £28,000 to £33,000 dependant on experience.

This is a full-time permanent role; however, we will consider applications from candidates who are able to offer substantive near full time hours.

### Application

If you are interested, please send us your CV with a covering letter and return it to [pjh@integral-engineering.co.uk](mailto:pjh@integral-engineering.co.uk)

Integral regrets to inform potential candidates that we can only accept applications from those who already have a valid legal permit or right to work in the United Kingdom without restriction.

**No agencies.**

*'I joined Integral in 2012 and have worked on a broad range of interesting and varied projects from large steel and concrete theatres to smaller timber canopies. One of the key aspects of my role is to lead the practice on developing our BIM and digital technology capabilities. It's great to have the full support of the Directors to ensure that we, as a practice, invest in new and exciting technologies to gain the right skills to fully support our clients.'*

*'I wouldn't hesitate to recommend Integral to my friends and ex-colleagues as a fun and rewarding place to work.'*

Peter Grinyer - Associate BIM Manager, Integral Engineering Design

## About you

Personality and excellent communication skills are key as you will be liaising with clients and colleagues daily. This is a brilliant opportunity to develop your career, widen your responsibilities and join a highly skilled practice of structural and civil engineers working on a diverse range of projects.

Already technically competent, you will want to build on your technical abilities and help others grow and increase their understanding of how our technicians team can support the work of the practice as a whole.

You will be committed to developing skills and knowledge that help us reduce the carbon footprint of our projects whether through the materials that we use or reuse of existing structures.

### Ethos and environment

We support our team in developing their skills so they are the best they can be. We make sure everyone feels heard, valued and empowered, creating an inclusive environment that's truly welcoming for everyone. By appreciating different voices, skills and backgrounds we see great things happening for our clients and team alike.

We want to maintain our focus on developing a diverse team that is reflected in our leadership, reward, and recognition. We are continuously looking to work in a smarter way with enhanced flexibility in how we work, the technology that we use and supportive employment practices. We spend a lot of time ensuring we have the right people, with the right skills.

If this sounds like the sort of company you want to work for then get in touch.





## Person specification

You will:

- be self-motivated, proactive, and enthusiastic and want to learn quickly about the business;
- have a genuine interest in sustainability and developing ways in which we can reduce the carbon footprint of our projects;
- be an effective team player, have a professional attitude, show respect for the views of others and be supportive of other team members;
- have good written and spoken communication skills;
- be experienced in producing high quality drawings and have a thorough understanding of, or be keen to develop your skills, using Revit;
- be highly literate in relevant IT packages including a thorough understanding of AutoCad and be committed to develop new skills to minimise the use of paper in the office and reduce our impact on the environment;
- be able to work successfully with others in providing the best possible outcome for our clients;
- have a relevant engineering qualification (ONC/BTEC HNC/D or BSc). We want you to develop your career with us and will support you to become accredited in EngTech IStructE or ICE when you are ready.

The following are some of the key characteristics that are important to us and support the way that we work as a team:

- The confidence to try new things and be able to understand and admit your limits, ask questions, request feedback and ask for help at the right time.
- We understand that positive emotions open parts of the brain that drive empathy, innovation and the passion required to overcome difficulties and learn new skills. We enjoy each other's company and encourage a happy and inclusive working environment.
- Being able to communicate both encouragement and doubts using an approach and language that is constructive and achieves the best outcomes for everyone.
- Everyone has strengths and weaknesses and we strive to do the best that we can for our own personal development and for our clients.
- Supporting others in the team by coaching and mentoring, asking questions, understanding when others are under pressure, and, without being intrusive, being interested in each other as people as well as work colleagues.

There are lots of other characteristics, but these help describe the sort of person that thrives on working here.

*'I have worked for Integral for the past six years and have really enjoyed my time with the company so far.*

*The collaborative atmosphere allows for the feeling of a nonhierarchical structure, which means I have always felt my ideas have had an equal footing right from day one and that everyone here is a truly valued member.*

*I was well supported through my personal development towards chartership: being given responsibilities as soon as I felt ready but with support available whenever I needed. This has allowed me to build experience and develop at the pace I want whilst still working on interesting and engaging projects.*

*Integral have been pushing forwards with a low carbon agenda which I am very proud to now be able to incorporate into my day-to-day work as a result'*

Joe Williams, Senior Engineer, Integral Engineering Design

# Our offer

## Salary and benefits

We have vibrant office environments in central London and Bath. We offer a competitive salary up to £33,000 per annum for this post. Our salaries are reviewed annually in April.

We have a company pension scheme with Integral contributing 5% of salary and team member contributing a minimum of 2%. Our annual leave entitlement starts at 26 days, rising one day per year of service to a maximum of 28 days, with three being taken between Christmas and New Year, in addition to bank holidays. We have enhanced maternity and paternity policies and all staff are provided with laptops and other IT equipment to enable them to work flexibly between their home and the office.

We have an income protection policy that applies if you are absent through illness or an accident for an extended period and includes access to a well-being service. In addition, we have a life policy with a benefit of two and a half times annual salary. We have access to a cycle to work scheme and fund an annual professional subscription.

## Training

Integral believe in the ongoing professional development of their staff and support a range of internal and external opportunities for everyone in the team. All staff benefit from a generous training provision including weekly CPD sessions and team events such as the annual company day and business day.

We are proud of the people who work here and seeing them progress and build on what they have learnt.



## Well being

An equal opportunities employer, we aim to provide a fun and rewarding place to work. Although we have offices in London and Bath, we work as one team, respecting one another, sharing knowledge and developing our skills. Integral offer a career not a job, however part of the ethos of the practice is to ensure that we support the right balance between our careers and enjoyment outside work.

We offer hybrid working and would welcome applications from applicants who are looking for the flexibility to vary their hours and location of work, whilst helping us maintain a core presence in our offices to help support the development of our team.

We all have unexpected events in our lives or sometimes want to plan for that extra adventure and we are happy to agree to up to a weeks' unpaid leave in any one year, that can be extended to two weeks.

## Diversity and inclusivity

We value diversity and inclusion and actively encourage applications from everyone. We promote equality of opportunity in all aspects of employment and a working environment free from discrimination, harassment, bullying and victimisation.

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# What is it like to work with us?

## Our offices

**Central London** - within walking distance of Farringdon Station and has a smaller structural team but is no less vibrant as a result, with regular interactions with team members in Bath.

**Bath** - ten minutes' walk from the railway station and main bus station, in the artisan quarter of Walcot Street. The office is open plan, spacious, light and naturally ventilated with plenty of meeting areas.

Tea and coffee are provided at both offices for staff throughout the day.

Every Monday we have a learning session where we share knowledge with one another or from an external speaker.

On Tuesday through to Fridays we have a catch-up mid-morning to talk about our week or anything else such as whose turn it is for the bake-off challenge!

## Cycling

There is no parking at either office, but we do have an internal bike store and shower at both offices, should you want to cycle. If you need a new bike Integral belong to the cycle to work scheme.

## The team

The Integral team are active one way or another. There are often keen participants for cycling, running, yoga and rowing, either in a lunch break or after work. There is normally a quiz that we like to join in with and the annual festive celebrations include raising money for charity, making decorations, and having a meal out together.

## Annual events

In the autumn we hold a business day off site. A quick resume of the past year is followed by everyone participating and sharing ideas for the innovative development of the business.

In early spring the team away day involves an activity and usually lots of eating. Previous years have included sailing, foraging, a city treasure hunt, wood working, dry stone walling, bouldering and most recently paddleboarding.

## Staff development

Integral are committed to the development, education and training for all staff within the practice and recognises that the development of our skills is key to our success as a business. We have an annual appraisal system which assesses training needs, and we expect all of our team to undergo at least five days of formal training each year. Integral will also pay for one professional subscription.

*'An ideal engineer looks like Integral Engineering Design – proactive, dynamic engineers who work well with the team and us as the client.'*

David Young, Senior Project Manager UCL

