



Structural Engineer

October 2024



Constructionline
Gold Member



84 Walcot Street
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Structural Engineer

Are you a chartered structural or civil engineer or well on your way to achieving chartership? Are you looking to take the next step in your career, lead your own projects and play a wider role in the office. Are you looking to work somewhere that strives to make a positive impact on the built environment? We're an award winning structural engineering design practice with a well-established office in Bath, and we're excited to be recruiting for our office in the heart of London.

Salary range £46,000 - £56,000 dependent on experience.

This is a full-time permanent role; we offer flexible hybrid working arrangements with the option of two days a week working from home. We will consider applications from candidates who are able to offer near full time hours.

Why join us?

- Be part of an experienced and dynamic team driving innovative projects over a diverse range of sectors including education, culture and leisure and heritage.
- Be part of an office that specialises in timber structures, theatres, reuse and SuDS.
- Work in a small, collaborative setting with the wider support from the Bath office.
- Take opportunities to grow with a practice that supports professional development and career advancement.
- Work with architects who share our values of design excellence and collaborative working.
- Enjoy a unique opportunity to work on exciting projects benefiting from the personalised attention and flexibility of a smaller office environment located in the vibrant city.

Apply Now

If you are interested, please send your CV with a covering letter to Emma Morris, Practice Manager at em@integral-engineering.co.uk.

We regret 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.

The Integral Experience

At Integral we strive to achieve balance within the working day as well as the important work-life balance for our staff.

We aim to provide a fun and rewarding place to work where everyone enjoys being together and takes equal responsibility and pride for the smooth day-to-day running of the offices. We work and play as one team across our Bath and London offices, respecting one another, sharing knowledge and developing our skills.

We offer a hybrid working pattern of two days a week working from home to allow for flexibility whilst maintaining a core presence in our offices to support the development of our team.



We value diversity and inclusion and make sure everyone feels heard, valued and empowered, creating an environment that's truly welcoming for everyone - free from discrimination, harassment, bullying and victimisation. By embracing different voices, skills and backgrounds we see great things happening for our clients and team alike. We believe that supporting individuals to be the best they can be is key to our success as a business.

It is well known that animals provide a sense of calm and reduce stress. Max and Nellie, two cocker spaniels, are a welcome addition to office life in Bath. Belonging to two members of the team, they are brilliant time-keepers for our eleven o'clock coffee breaks and enjoy being involved in any meeting happening in the office!

Free online yoga classes are available twice a week at 8am. These really do set you up for the day ahead.



It is important to us that everyone in the practice is excited about the projects we are working on. The best way to learn is to visit our projects on site to get a real sense of the work we're doing. We encourage everyone to take a break from their desk to go to site when these opportunities arise.





Four seasons at Integral

Spring The Away Day is a highly anticipated annual event for the whole team. Planned by newer members of the practice, the details are kept secret and always involve a lot of fun, a chance to try something new and a meal. This year we took part in archery, axe throwing and chocolate truffle making.

Summer Weather permitting we like to arrange lunchtime picnics in the park for the team and make the most of longer evenings with relaxed chat in a pub garden before heading home.

Autumn Our annual Business Day invites everyone to take a fresh perspective to wider business topics and share ideas. Never a dull day, last year we explored running a business with a highly competitive supply and demand game and a design competition for delivering the best picture of a horse to the brief!

Winter We all enjoy our festive activities including a team advent calendar, Christmas jumper day and a meal together. Acknowledging this is a difficult time for many, we support local food banks who make a real difference in the community.

Charity Support Throughout the year the team choose and organise various activities to support local charities and the Integral Charity Committee allocate money to match fund our efforts.

This year we took part in the Big Avon Paddle, paddling a combined total of 53km dressed as pirates in support of Dorothy House Hospice Care.

In September 2023 seven members of the team cycled from London to Bristol raising over £2000 for Ronald McDonald House Charities UK and we spent a very hot August day in 2022 constructing a raised bed from railway sleepers at Jamie's Farm, Box.

Over the last couple of years we have supported Dorothy House, Young Minds, Julian House and the Trussel Trust.

Not forgetting the annual Great British Bake Off Sweepstake which sees team members bake when their allocated contestant goes out - raising money for charity and ensuring our weekly supply of sweet treats for a few months!!



Introducing members of our engineering team



"For me Integral is a perfectly sized firm. Backed by a team with a varied and deep technical expertise we get the opportunity to work on truly interesting and stimulating projects. The size of the team means every individual's contribution is highly valued, allowing a true sense of ownership and involvement in our projects. This is evidenced by how I have been supported to develop a specialism within the company for theatre projects. As the first member of staff in the London office I have seen first-hand how the team supports and encourages engineers to flourish and grow at all stages of their career. It has been incredibly rewarding to collaborate with such driven and ambitious engineers."

"I joined Integral's London office with a passion for sustainability and conservation of historic buildings, both of which I have been able to nurture, working on a wide range of interesting projects. I have been working towards Chartership with support from directors, particularly with opportunities to build on gaps in my knowledge and experience. The people are lovely and I feel very much part of a team with the Bath office."



"What led me to Integral in the first place was their record of working on a variety of projects and sectors with a focus on sustainability and the environment. As I am at the start of my career I wanted to get as much varied experience as possible which Integral have been amazing for. The variety of work keeps the job really interesting and I have learnt so much since joining."

About you

Qualifications, experience and personal qualities

You will:

- Already be a chartered engineer or actively working towards chartership.
- Possess extensive design experience working with various materials on both reuse and new build projects.
- Demonstrate a passion for problem-solving, attention to detail, and a commitment to achieving excellence.
- Be able to work independently and have strong communication skills.
- Thrive in a smaller team but appreciate the support and resources of a larger organisation.
- Have a genuine interest in reducing the carbon footprint of our projects through the materials that we use or reuse of existing structures.

Key characteristics

- Be self-motivated, proactive, enthusiastic and want to learn quickly about the business.
- Have the confidence to try new things, understand your strengths and weaknesses and admit your limits, ask questions, request feedback and ask for help at the right time. Strive to do the best for our clients and your own personal development.
- Ability to give encouragement and express doubts using an approach and language that is constructive and achieves the best outcomes for everyone.
- Support 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.



Our offer

- A full-time salary up to £56,000 per annum for this post, dependent upon experience. Salaries are reviewed annually in April.
- A company pension scheme with Integral contributing 5% of salary and team member contributing a minimum of 2%.
- An annual leave entitlement of 26 days, rising one day per year of service to a maximum of 28 days. Three days taken between Christmas and New Year when the office closes, in addition to bank holidays.
- Integral believe in ongoing professional development and all staff benefit from a generous training provision. We hold weekly CPD sessions covering a wide range of topics and encourage team members to attend webinars, seminars and other learning opportunities.
- We fund at least five days of formal training each year and one annual professional subscription. We want you to develop your career with us and will support you to become a chartered engineer with the IStructE or ICE when you are ready.
- Up to a weeks' unpaid leave in any one year, that can be extended to two weeks.
- Access to a cycle to work scheme.
- All staff are provided with laptops and other IT equipment to enable them to work flexibly between their home and the office.
- Enhanced maternity and paternity policies.
- 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.
- A life policy with a benefit of two and a half times annual salary.

"It is the wonderful people at Integral that make this company really special. It is a pleasure to work alongside such talented individuals and watch them grow and develop in their role".

Chris Gross, Director

OFFICE FACILITIES



LONDON OFFICE - A 10 minute walk from Farringdon Station. A smaller team but no less vibrant, with regular interactions with team members in Bath.



There is no parking at either of our offices and we encourage green and healthy commuting. There is plenty of room to store bikes at both offices if you choose to cycle to work.



A great choice of lunch options nearby too that are a must at Leather Lane or Exmouth Market.



Lots of our team are active in one way or another, whether its a cycling commute or a run at lunchtime. Showers are available for the inevitable freshen up.



BATH OFFICE - Located in the Artisan Quarter of Walcot Street, Bath Spa railway station and main bus station is a 10 minute walk away. The open plan office is spacious, light and naturally ventilated with plenty of meeting areas.



Kitchen facilities complete with variety of teas, coffee and biscuits are provided for staff as well as an on site cafe.