



Structural Engineer

September 2025



84 Walcot Street
Bath
BA1 5BD

3.10 Clerkenwell Workshops
27/31 Clerkenwell Close
London
EC1R 0AT

Structural Engineer

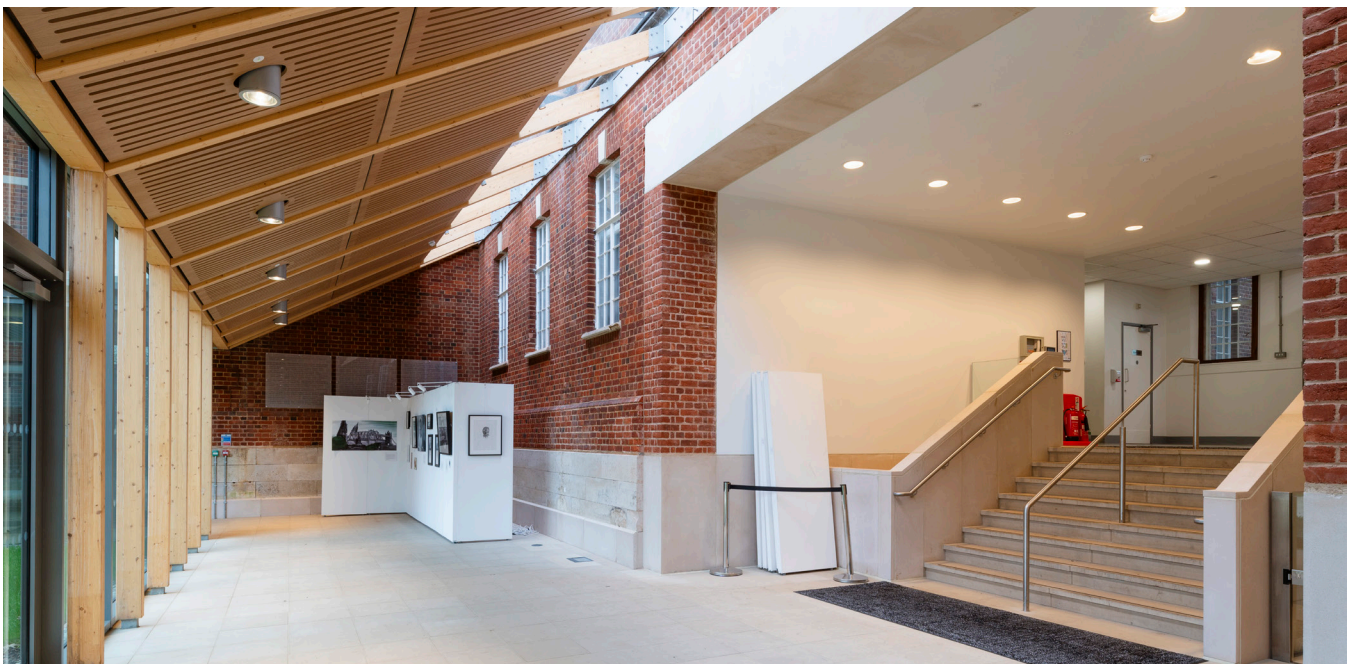
Are you a chartered or near chartered structural engineer? Are you looking to take the next step in your career, lead your own projects, and play a wider role in a supportive, innovative practice? Are you passionate about making a positive impact on the built environment?

We are an award-winning structural engineering design practice with offices in Bath and London. We're excited to be recruiting for talented engineers to join our team – with the option to be based in either location.

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, historic structures and SuDS.
- Choose to be based in Bath or London, both with close-knit, collaborative teams.
- 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.



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. We offer you a career in a practice where everyone enjoys being together and take 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.

Our hybrid and flexible working policies give staff the ability to vary their hours and location of work to suit personal circumstances, whilst helping maintain a core presence in the offices and 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 appreciating 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!

Yoga classes are available for staff 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 sheep herding, Farmyard Olympics and pottery painting

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 workplace culture and how collaborating as a team is vital to the businesses success with lots of games and even more food!

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. Last 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. Over the last couple of years we have supported Dorothy House, Young Minds, Julian House and the Trussell 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!!



Meet the engineering team



"Integral has only reinforced my enthusiasm for our profession. The project work is stimulating and diverse - constantly challenging and improving my technical expertise. They have really inspired and advocated me to develop my interest in retrofit and conservation. Integral are leaps and bounds ahead of others in their approach to low carbon design and in addressing the climate emergency. It is very rewarding to work alongside dedicated and ambitious engineers to make change for the good! The people are great and I quickly felt fully integrated as part of the team. Integral have adapted well since the start of the pandemic and I feel like I'm more interactive with the Bath office than ever before."

"Working at Integral has been really fulfilling - I get to breathe new life into historic buildings and help create exciting public spaces. After coming from a large company, it's been a positive shift to be part of a smaller, tight-knit team where I can lead projects and truly take ownership of my work. The supportive environment has helped me grow professionally and achieve my chartership."



"What led me to Integral in the first place was their record on 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 well on your way to achieving chartership with either the Institution of Structural Engineers or the Institution of Civil Engineers.
- 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.
- 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

Some key characteristics that are important to us and help describe the sort of person that thrives on working here and support the way we work as a team are below:

- 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

Application

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.

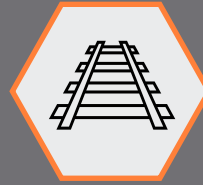
No agencies.



Our offer

- A competitive salary of between £39,000-£51,000 depending on location and 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 wellbeing service.
- A life policy with a benefit of two and a half times annual salary.

OFFICE FACILITIES



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.



LONDON OFFICE - A 10 minute walk from Farringdon Station. A smaller structural team but no less vibrant, with regular interactions with team members in Bath. A great choice of lunch options nearby too that are a must!



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



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.



Kitchen facilities complete with a variety of tea and coffee are provided for staff. Tuesday to Friday the whole office has a mid-morning break to chat and catch up including the very important discussion around who's turn it is to bake next!

"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