



Woods Hardwick Job Pack

 Woods Hardwick
Architecture | Engineering | Planning | Surveying

Who are Woods Hardwick?

Woods Hardwick are a UK-leading independent and employee-owned multi-disciplinary built environment practice integrating residential and commercial architecture, engineering, planning and surveying for all development needs.

Our strength lies in our expertise and knowledge gained over almost 60 years in built environment across our three offices in Bedford, Birmingham and London by our 80-strong team.

We're shaping the world we live in and our projects combine creative, imaginative and innovative design alongside commercial and practical know-how whether big or small, simple or complex.

We're nothing without our clients and we go above and beyond to exceed their expectations, on time and within budget.

Take a look at our [track record](#) to see the quality, care and range of our projects.

We're a flexible work employer and there are opportunities for you to be hybrid in your role.

Woods Hardwick Vision

We want to provide an exciting place of work, where we are all able to enjoy the benefits of being the first-choice independent practice in our chosen markets.

Striving to create desirable spaces and places through our expertise that beautifully combine built and natural approaches, so those who use them can happily enjoy them for generations.

Woods Hardwick Mission

We provide independent expert advice and services across a range of industry disciplines, to ensure that our clients get the best possible value and outcomes.

Woods Hardwick Values

Our values are incredibly important and inform everything we do at Woods Hardwick and for our clients. We're always on the look out for talented staff who share the values we do.

1. Reliability

We can be relied upon to do the right thing, to be transparent and to deliver on our promises.

2. Determination

We work hard to succeed, being hands-on and creating opportunity with our approach.

3. Responsiveness

We adapt and evolve without ever losing sight of what is most important - our clients. Considering all aspects to deliver the best solution possible.

4. Creativity

We use our knowledge and expertise to find new and creative ways of delivering value.

5. Professionalism

We expect the highest standards from each other, in terms of: accuracy, collaboration, quality, performance and trustworthiness.

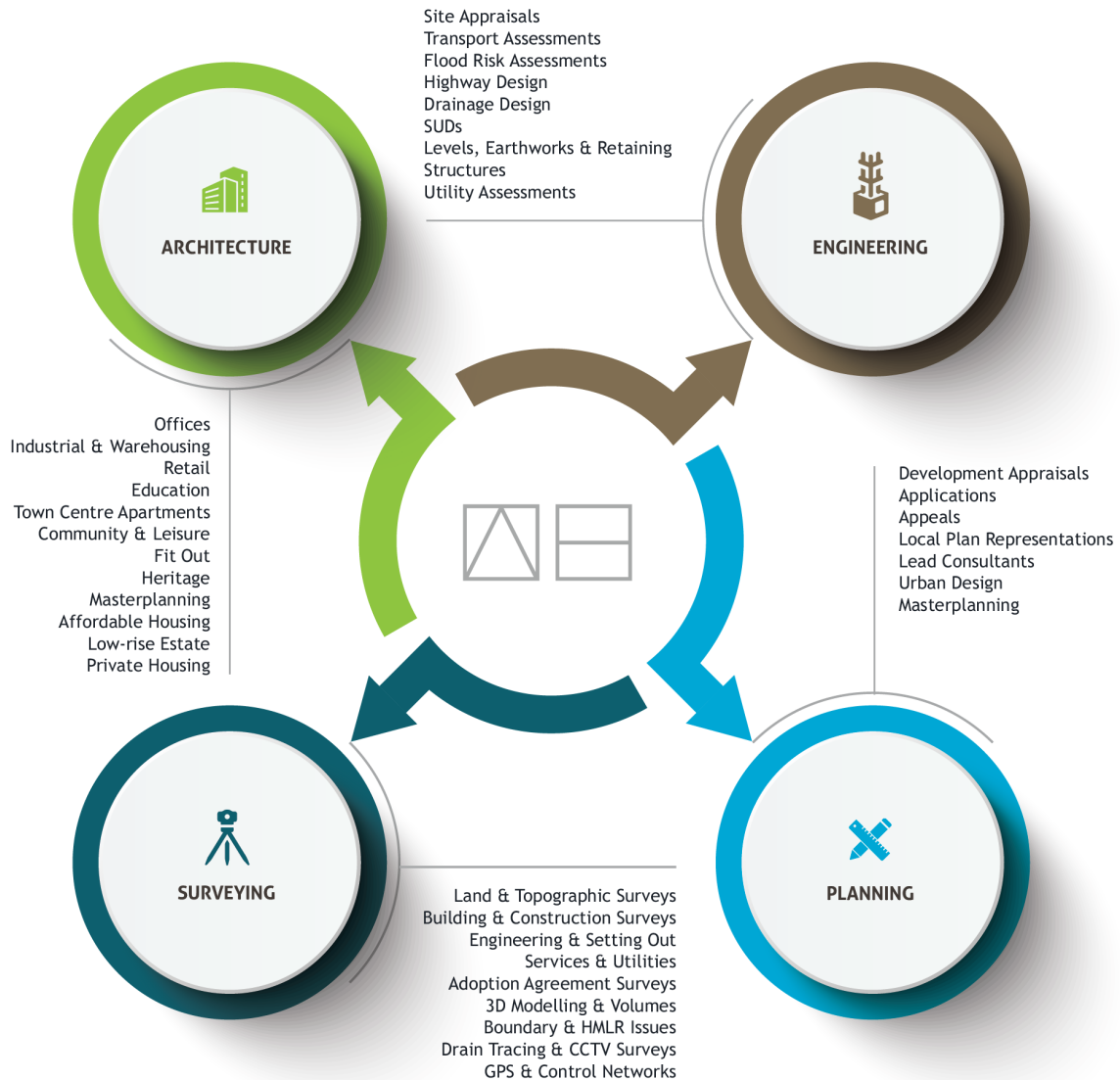
What do we do for our clients?

Our total approach to planning, surveying, engineering and architecture will help you to create and build an environment that you want to live, work and enjoy yourself in.

Whatever your project, each will be director-led with a skilled team to support your needs - giving you access to the industry expertise, regional knowledge and technical understanding needed to deliver on time, to budget and to a quality that delivers exceptional value.

Services

Here's an overview of the Woods Hardwick family:



Engineering

Engineering Vision

Bedford

We want to be recognised as the leading independent engineering practice in our regions.

Birmingham

We want to emerge from newcomers to a recognised engineering practice that can compete with the biggest firms in the West Midlands.

Collective

We want to establish ourselves as a recognised engineering practice that can compete with the biggest firms throughout the UK.

We want to remain the highest earning fee takers within Woods Hardwick.

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Engineering Mission

We provide engineering services with cost effective and valuable solutions for our client's residential and commercial projects whilst working in partnership with clients, architects and planners.

Engineering Values

1. Reliability

We can be relied upon to produce the optimum value engineering solution for our clients, meeting agreed deadlines within a budget that has been established by all parties.

2. Experience

As a diverse design team, we will draw from varying skillsets and experience to ensure that schemes are delivered using all levels of resource.

3. Flexible

We understand, and will look to accommodate when flexibility is required for tighter deadlines, or when instantaneous advice is required

4. Knowledge

Our knowledge, and ever evolving expertise guarantees that our designs incorporate the utmost level of sustainability whilst delivering value to all stakeholders.

5. Thoroughness

We strongly advocate the importance of a design team, both internally and externally to ensure that the highest standards of design, accuracy and presentation are met throughout the design process.

Engineering Value Proposition

Our teams help you to deliver on a project by providing a quick and efficient service and achieving a value engineered solution.

Our multi-disciplinary team helps developers/landowners who want to bring new sites forward by providing design solutions managed by senior professional to maximise efficiency in design specialisms in the field.

Join Woods Hardwick - own Woods Hardwick.

Woods Hardwick Ltd have been a leading multi-disciplinary built environment practice for nearly 60 years and in summer 2022 we moved away from a shareholder model with four shareholder owners and into a 100% Employee Ownership Trust (EOT).

This is similar to the John Lewis model of ownership where Woods Hardwick's super profits are distributed amongst staff rather than a select number of shareholders.

This means that if you join us and Woods Hardwick performs well for the financial year you'll be rewarded with a cash bonus for your invaluable contribution to the company's growth.

The bonus is based on your salary banding and years of service bonus - it is tax deductible up to £3,600.

Woods Hardwick Culture

Independent, creative and supportive

You're our best asset and without our team Woods Hardwick ceases to exist.

We're an open and friendly company culture, we place work-life balance at the center of everything we do in the Woods Hardwick family. You'll also have the opportunity to learn on the job and develop as an individual.

Across our three offices in Bedford, Birmingham and London we have an active social committee and host many client and employee events, including company away days, Christmas parties and sporting events - both watching and taking part!

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Community

Woods Hardwick is passionate about giving back and supporting the communities we work in - here are a few examples and we'd love you to get involved too:

- Charity fundraisers & events
- Golf charity days
- Sponsorship of community & sport groups
- Volunteering for local charities & groups
- Supporting and inspiring the next generation at education career workshops

The Role

Job Purpose

We are looking to expand and grow the Civil Engineering department in the Bedford office.

Job Description

The role covers a range of experience from Senior Engineers with at least 5 years' experience to Associate Director level with a minimum of 10 years' experience.

- Working on various residential and non-residential projects around the UK, from small private developers to national house builders and master planning schemes.
- Liaise and communicate with Clients, third party consultants/council officers and attend meetings where required.
- Liaise and communicate with the wider engineering team
- Assist with management of a team and/or manage the team itself
- Be able to manage their own workload/deadlines and run their own projects
- Use CAD (Microstation desirable)
- Use drainage & 3D design software such as Flow and PDS respectively, to model drainage networks and produce road designs/ground models.
- Undertake due diligence and feasibility reviews of potential sites
- Prepare submission packs for planning (Outline/Detail/Full)
- Complete technical design submissions (S38/S278/S104) through to approval
- Complete groundworks packages for tender/construction
- Produce private engineering designs for on plot civils works is desirable
- An understanding of the planning process and associated documents (e.g. Flood Risk Assessments)

The associate roles being applied for should:

- Have an understanding of fees, invoicing and project budgets
- Be able to manage multiple projects and have responsibility over them
- Proven track record of managing a team and delivery of projects

Person Specification

Knowledge & Skills:	Relevant degree level education desirable Proficient knowledge of UK Drainage/Flood Risk Proficient knowledge of Client & Local Authority standards / requirements Proficient with Microdrainage/Flow, Microstation/AutoCAD, Causeway PDS, Microsoft software (Word/Excel etc)
Experience Profile:	Proven experience with the preparation of technical submissions (S38/S278/S104) Experience of preparing engineering drawings supporting planning submissions desirable Experience with private plot work design is desirable Experience with earthwork designs desirable Evidence of communication skills, confident with client/third party interaction Experience of team management

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Behavioural Competencies:	<ul style="list-style-type: none"> Proactive Self-motivated Able to work well under pressure Adaptable to rapidly changing project parameters Able to manage multiple projects simultaneously Proven ability to work well within small teams and willingness to take accountability for own work
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Key Performance Indicators

- Customer satisfaction, gauged via feedback
- Overall project success, measured against agreed criteria
- Employee engagement through projects, gauged via continual communication

Additional Responsibilities

- Projects completed in an efficient manner, on time and on budget
- Effective and co-operative communication with all stakeholders
- Continuous review of company practices and related policies

Salary

Competitive for the role being applied for

Benefits & Bonus

Associate Director

- Profit share scheme (Employee Ownership Trust)
- Performance bonus
- Flexible working
- Pension scheme
- Income protection
- Healthcare cover for you and family members
- Travel insurance including family members
- Free car parking
- Release days for education/CPD
- Bonus birthday day off

Associate

- Profit share scheme (Employee Ownership Trust)
- Performance bonus
- Flexible working
- Pension scheme
- Income protection
- Life assurance
- Healthcare cover
- Travel insurance
- Free car parking
- Release days for education/CPD
- Bonus birthday day off

Senior Engineer

- Profit share scheme (Employee Ownership Trust)
- Flexible working

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- Pension scheme
- Life assurance
- Healthcare cover after three years
- Travel insurance cover after three years
- Release days for education/CPD
- Bonus birthday day off

Apply Now

If you would like to discuss the role in more detail please contact us initially via our HR team via email.

To apply please send CV to hr@woodshardwick.com