FRANKHAM GROUP

Principal Engineer - Maritime

Reporting to:	Associate Director - Maritime
Team:	Infrastructure Engineering
Location:	London / Birmingham

BRINGING IDEAS TO LIFE

Principal Engineer - Maritime

Job Specification

Reporting to: Associate Director - Maritime
Team: Infrastructure Engineering
Location: London, Birmingham

Frankham are seeking an ambitious and highly motivated Principal Engineer to join our Maritime team with the opportunity to support the wider Infrastructure Engineering team, including Rail, Temporary Works, Water, Highways or Aviation.

The main purpose of the role is to lead, develop and manage the technical aspects of projects within the Infrastructure Engineering Department. Key responsibilities include taking ownership of maritime projects and being accountable to the client, providing technical leadership, developing team members, and ensuring projects are delivered on time, on budget and to high quality.

In this role, you'll find yourself working as part of a young, growing and enthusiastic team. This role will provide the opportunity to work on an interesting and varied portfolio of projects such as structural inspections and designs on bulk material terminals, liquid handling terminals, RoRo, data centres, flood defence walls, passenger access and much more.

You will also be given opportunities to supervise construction sites, administer construction contracts and prepare licensing and consent applications. The opportunities are varied and offer genuine prospects for career progression.

At Frankham, you will be continuously exposed to best in class thinking and innovative minds from a wide range of professionals. The Infrastructure Engineering team and individuals have recently been shortlisted for various awards and hold Investors in People Gold accreditation.

Main Purpose of Job

- Team Development - Work with the Department Senior Leadership Team to develop and grow a strong and successful Infrastructure Engineering design team in Frankham, setting consistently high standards of project leadership and delivery.
- Project Delivery - Undertake and manage the delivery of the work to meet/exceed client's expectations in terms of brief, service innovation, overall quality of work, value for money and delivery to planned timescales. Plan and manage resource (staff and suppliers) proactively and identify clashes/bottlenecking.
- Work Winning – Understand client requirements and briefs to develop and support scoping of fee proposals ensuring compliance with relevant technical, health, safety and environmental standards. Work with the market lead and Bids Team to prepare and submit high quality and competitive Tenders and Fee Bids.
- Marketing – Produce website news, case studies, award submissions and other marketing content to support the overall business and marketing strategy.
- Health, Safety & Welfare – To hold a clear and robust understanding of health and safety legislation including CDM and the Health and Safety at Work Act and applicable regulations and approved codes of practice. Ensure that all operations are held to the highest of safety

standards. Ensure the team prepares project and safety critical documentation and maintains folder structures, including, issue sheets, signed safety critical paperwork.

- Capabilities – To develop yourself and the team to achieve a continuous improvement in the technical quality and innovation of the work produced. Improve the capabilities of the team by means of Innovation, Professional and Ethical Standards. This includes a strong ability with Microsoft Word, Excel and PowerPoint and working knowledge of MS project to aid the management and administration of the business.
- Governance - Motivate others to contribute to project governance. Ensure that the Integrated Management System (IMS) is followed so that professional project management and quality assurance plans and processes are adopted and used by technical staff in the team. Control and monitor use of project management processes and procedures to ensure they are being actively adopted by staff.
- Inspections – Lead a variety of inspections and examinations to relevant standards and guidance including structural/condition inspections, and mentor others to do so.
- Commercial - To undertake or support project invoicing to the Client, including providing timely project and financial updates to the Department Commercial Team. Identify and mitigate commercial and contractual risks associated with projects, including raising Variations, Early Warning Notices and Compensation Events.

Leadership Duties

- Project Ownership - To lead, arrange and run formal and effective project meetings with a clear agenda (which either inform, discuss or decide). Meetings should ensure technical delivery of projects and progress against delivery plan and cost and revenue budget and to plan resource requirements and deal with arising issues.
- Client Relationships - Develop and maintain relationships with key customers and influencers to promote the Frankham brand and support growth ambitions.
- Emotional Intelligence – Continue to develop personal Emotional Intelligence (EQ) as part of your leadership skills. Aim for continuous improvement in self-awareness, empathy, and communication to navigate diverse situations adeptly. Embrace feedback and self-reflection for ongoing growth. Serve as a model for constructive emotion management, fostering a positive team atmosphere.
- Team Development - Work with the Department Senior Leadership Team to develop and grow a strong and successful Infrastructure Engineering design team in Frankham, setting consistently high standards of project leadership and delivery maximising value generated by Frankham.
- Performance Management – Set clear performance expectations and goals for direct reports. Provide regular feedback, coaching, and recognition to support their professional development and success.
- Team Building – Foster a cohesive team culture based on trust, respect, and mutual support. Encourage teamwork, collaboration, and knowledge sharing among team members.

Key Attributes and Behaviours

- Minimum 8 years of experience in a civil/structural engineering role, ideally within the Maritime sector and on Infrastructure projects.
- Professional qualification, Chartered with ICE/IStructE.
- Experience of leading projects and teams with the associated financial management.
- Proven experience of delivering projects to time and budget.

- A good of commercial awareness, e.g. profit & loss, budgeting, contract management is desirable but not essential.
- Experience checking and approving designs and calculations.
- Strong experience of Eurocodes and British Standards.
- Experience of multi-disciplinary design coordination and integration.
- Working knowledge of a structural analysis software such as Tekla Tedds, Tekla Structural Designer (2D/3D frame), S-frame 3D, Robot, SuperStress, Geo5, MIDAS, LUSAS etc.
- Demonstrable line management experience.
- Strong working knowledge of CDM regulations.
- Be enthusiastic, proactive, flexible, and adaptive.
- Lead by example, inspiring and mentoring others to achieve their best and fostering a positive team culture.
- Able to influence and collaborate at management level.
- Confident and professional communication with both external and internal customers.
- Provide others with a clear sense of purpose and direction, stimulating a productive team climate where members participate and feel involved.
- Provide feedback and encourage others to contribute ideas and opinions.
- Able to maintain a balance between driving people and releasing their own potential.
- Project a strong sense of confidence in ability to handle difficult situations and achieve results.
- Working understanding of business activities/relationships across the Market Sectors and wider Frankham Group and to promote the Company brand and views.

Environmental, Social and Governance Commitment

Lead and encourage the Team to demonstrate a strong commitment to Environmental, Social, and Governance (ESG) principles, including:

- Serve as a role model for ethical leadership and professional integrity, inspiring colleagues/peers to uphold ESG values.
- Encourage diversity and inclusion, fostering an environment that values different perspectives and backgrounds.
- Champion sustainable practices and innovative solutions that minimise environmental impact and enhance communities.
- Stay informed about emerging ESG trends and best practices, integrating them into project planning and execution.
- Encourage and support staff to pursue continued self-development and professional qualifications (e.g. CEng MICE), including acting as a Delegated Engineer.

Benefits & Initiatives

Frankham offer excellent benefits and initiatives, including:

- Hybrid working policy
- Annual leave - sell, buy & carry-over
- Health Insurance - Health Shield cash plan
- Long service award
- Incentive scheme
- Frankham Friday
- Professional qualification support
- Cycle-to-work scheme

- Death in service
- Annual season ticket loan
- Generous maternity & paternity pay

About Frankham Group

Frankham is a top 50 multi-disciplinary built environment consultancy. For over 40 years, we have delivered integrated Design, Surveying and Project Management, Infrastructure Engineering, and Risk Management solutions to the built environment. We combine technical expertise with a commitment to bringing ideas to life.

At Frankham we have a dedicated and knowledgeable team of industry experts, all with diverse abilities, striving to provide high quality solutions to all our clients. The company strives to improve the surroundings in which we all live and work. We have held an Investors in People accreditation since 2011 and currently hold gold accreditation.

Our belief is simple – use intelligent ideas to create human benefits. From environmentally sustainable buildings to individual commissions, our projects have one thing in common, they improve peoples' lives.