



Associate – Infrastructure Engineering

Reporting to: Director of Infrastructure Engineering
Team: Infrastructure Engineering
Location: London / Birmingham

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Job Specification

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The Associate is a senior leader within the Infrastructure Engineering Department, with responsibility for technical assurance, project performance, people development, and strategic growth. You will be accountable for high-quality project delivery, resourcing, commercial performance, and client development across a broad portfolio of infrastructure schemes within the rail and maritime sectors. Experience in temporary works, highways, geotechnics, water and aviation would also be desirable to support our expansion into these sectors.

This role combines deep technical expertise with strong commercial, leadership, and communication skills. You will act as a key mentor, reviewer, and strategic voice within the department, shaping direction and ensuring that our values and business objectives are realised in practice. You will lead and support work-winning activity, project governance, delivery oversight, and team development in alignment with the Frankham values.

Main Purpose of Job

- **Technical Leadership** – Provide high-level technical oversight across the project lifecycle, from concept through to completion. Maintain strong working knowledge of design codes, standards, and governance to ensure outputs are technically robust and compliant. Willing to engage in hands-on technical delivery when required to support project outcomes and team development. Provide practical guidance on defect remediation and repair works, ensuring robust and compliant solutions.
- **Work Winning** – Lead and contribute to the preparation of tailored, high-quality tenders, fee proposals, and supporting documentation. Secure projects in a sustainable and manageable way that aligns with departmental capacity and strategic direction.
- **Client Development** – Build and maintain trusted relationships with new and existing clients. Promote Frankham's services, identify future opportunities, and act as a key point of contact for technical and strategic discussions.
- **Project Oversight** – Monitor and manage project performance, ensuring adherence to programme, budget, and scope. Develop and maintain detailed design and delivery programmes to manage milestones, dependencies, and critical path. Apply earned value principles to track progress and proactively address risks, variations, and technical changes.
- **Resource Management** – Allocate and oversee resources across multiple disciplines. Provide practical guidance to ensure delivery remains efficient, high quality, and aligned with client expectations.
- **Commercial Awareness** – Support financial performance by reviewing pricing strategies, contributing to billing and invoicing processes, and ensuring projects are scoped and delivered with commercial viability in mind.
- **Quality & Governance** – Uphold the highest standards of quality, safety, and technical assurance. Review and approve risk assessments, technical specifications, and change control documentation. Ensure all activities align with the company's Business Management System.

- Compliance & Standards – Ensure all design and engineering activities meet current UK design codes, Eurocodes, and national/institutional guidelines. Promote Safety by Design principles throughout all project stages. Identify and mitigate technical risks, ensuring compliance with CDM 2015 regulations and supporting documentation.
- Mentorship & Development – Act as a Supervising Civil Engineer. Provide structured support to developing engineers, actively encouraging progression to Chartered Status.
- Innovation & Improvement – Drive continuous improvement through knowledge sharing, use of digital tools, and identification of value-driven, cost-effective solutions.
- Marketing – Support the department's sales and marketing strategy, including the development of compelling case studies, bid content, and award submissions.

Leadership Duties

- Emotional Intelligence – Apply emotional intelligence to leadership and communication. Model calm, constructive behaviour and foster an inclusive, resilient team culture built on trust, respect, and psychological safety.
- Team Development – Work with the Department Senior Leadership Team to grow and strengthen a high-performing engineering team. Support structured development pathways and promote ownership, accountability, and professional growth.
- Performance Management – Set clear expectations and goals for direct reports. Provide regular feedback and recognition, supporting individual performance and progression in line with business needs.
- Strategic Thinking – Align delivery activities with wider business objectives. Identify opportunities for growth, service enhancement, and process optimisation across the department.
- Team Building – Foster a cohesive and collaborative environment. Encourage communication, knowledge sharing, and cross-disciplinary support to ensure a united and resilient team.
- Change Management – Lead and support change within the department. Communicate vision and purpose clearly, help others adapt positively, and ensure change initiatives are successfully embedded.

Key Attributes and Behaviours

- Minimum 10 years of experience in a civil/structural engineering role, ideally within the Rail or 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 strong 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.

- Fully aligned with Frankham's vision and values, and committed to delivering lasting impact through engineering.
- A strategic thinker who balances technical excellence with commercial and operational awareness.
- Demonstrates enthusiasm, proactivity, flexibility, and adaptability.
- Lead by example, inspiring others to achieve their best and fostering a positive team culture.
- Proactively mentor others, creating a culture of high standards, openness, and learning.
- Able to influence and collaborate at executive and senior management level.
- Confident and professional communication with both external and internal customers.
- Able to maintain a balance between driving people and releasing their own potential.
- Demonstrates confidence and resilience when leading complex situations or managing competing demands.
- Full understanding of business activities/relationships across the Market Sectors and the wider Frankham Group, and to promote the company brand, values, and perspectives.

Environmental, Social and Governance Commitment

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

- Encourage and support staff to pursue continued self-development and professional qualifications (e.g. CEng MICE), including acting as a Supervising Civil Engineer.
- 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.
- Promote participation within the team in STEM activities and professional engagement across the industry.

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.