



Associate Mechanical Design Engineer

Reporting to: Director / Associate Director (Building Services)
Team: Building Services Engineering
Location: Sidcup / London / Remote

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Job Specification

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Team: Building Services Engineering
Location: Sidcup, London, Remote

We are seeking an experienced and highly motivated Associate Mechanical Design Engineer to join our Building Services team.

This is a senior technical and leadership position responsible for managing the design and delivery of mechanical building services projects, leading project teams, developing client relationships, and contributing to the growth and success of the business.

The successful candidate will combine excellent technical knowledge with strong commercial awareness and leadership skills, ensuring projects are delivered to the highest standards whilst supporting the development of engineers within the team.

Main Responsibilities

Technical Design & Project Delivery

- Lead the mechanical design of building services projects from concept through to completion.
- Undertake the role of Lead Mechanical Engineer on projects of varying size and complexity.
- Prepare, review and approve calculations, specifications, reports, schedules and design drawings.
- Produce high-quality technical designs for HVAC, heating, cooling, ventilation, public health and renewable energy systems.
- Ensure designs comply with current legislation, Building Regulations, British Standards, CIBSE guidance and client requirements.
- Manage project deliverables, programmes and design resources.
- Undertake site inspections, condition surveys and design review meetings.
- Review contractor proposals, technical submissions and commissioning documentation.
- Coordinate with other engineering disciplines, architects, contractors and stakeholders.
- Support sustainable and low-carbon design solutions in line with current industry best practice.

Team Leadership & Development

- Mentor, support and develop Mechanical Engineers, Senior Engineers and Technicians.
- Undertake technical reviews and quality checks of design information.
- Lead recruitment, mentoring, appraisal and development of engineering staff within the team.
- Support engineers working towards professional accreditation and chartership.
- Promote a collaborative, positive and high-performing team culture.

Commercial Responsibilities

- Manage project budgets, fee expenditure and programme performance.
- Monitor project profitability and resource utilisation.
- Assist in fee proposal preparation and scope definition.

- Identify and manage project risks, opportunities and variations.
- Support the achievement of departmental financial targets.
- Contribute to workload forecasting and resource planning.
- Support achievement of annual team utilisation and fee targets.
- Lead preparation of fee proposals and framework submissions.
- Identify new business opportunities with existing and prospective clients.

Client & Business Management

- Develop and maintain strong client relationships.
- Attend client meetings and provide professional technical advice.
- Identify opportunities for repeat business and additional services.
- Assist with framework submissions, tenders and fee proposals.
- Support business development initiatives and networking opportunities.
- Act as a positive ambassador for the business.

Quality, Compliance & Health & Safety

- Ensure compliance with company procedures and quality management systems.
- Promote safe design principles in accordance with CDM regulations.
- Maintain awareness of current legislation, standards and industry developments.
- Ensure project documentation is produced and issued in accordance with company standards.
- Contribute to continuous improvement initiatives within the mechanical engineering team.

Leadership & Team Management

- Lead and manage a team of Mechanical Engineers and Technicians.
- Undertake annual appraisals and probation reviews.
- Support resource planning and workload allocation.
- Promote knowledge sharing and technical excellence.
- Support succession planning within the team.

Candidate Specification

Essential Experience

- Degree qualified in Mechanical Engineering, Building Services Engineering, or a related discipline.
- Chartered Engineer (CEng) and Member of CIBSE, IMechE or equivalent professional institution.
- Significant experience within a Building Services Consultancy environment.
- Strong technical knowledge of building services design.
- Proven experience leading mechanical design projects.
- Excellent understanding of: HVAC Systems, Heating Systems, Cooling Systems, Ventilation Systems, Public Health Engineering, Renewable Energy Technologies.
- Proficiency with industry standard design software.
- Strong communication and report-writing skills.
- Excellent project management and organisational abilities.
- Commercial awareness and understanding of project financial management.

Desirable Experience

- Member of CIBSE, IMechE or equivalent professional institution.
- Experience delivering projects using BIM and Revit workflows.
- Knowledge of BREEAM, NABERS and Net Zero design principles.
- Experience across residential, education, healthcare, commercial and public-sector projects.

Key Attributes

- Technical excellence
- Leadership & mentoring
- Project management
- Commercial awareness
- Client relationship management
- Communication skills
- Problem solving
- Decision making
- Planning & organisation
- Business development

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.

Following investment by LDC in March 2026, Frankham Group is entering a pivotal phase of growth and transformation. The business is evolving from a collection of highly entrepreneurial divisions into a more connected, scalable and strategically aligned organisation capable of delivering accelerated growth, operational excellence and long-term value creation.

As part of this next stage of development, we are seeking an experienced and commercially astute legal professional to establish, lead and develop the Group's legal function. The successful candidate will provide strategic and operational legal leadership across all areas of the business, supporting commercial growth whilst ensuring legal, contractual and regulatory risks are effectively managed.

Acting as a trusted adviser to the Board, Executive Leadership Team and operational management teams, the role will play a pivotal part in protecting and enhancing the Group's interests, enabling sustainable growth and supporting key strategic initiatives including acquisitions, business integration and market expansion.