



Principal Mechanical Design Engineer

Reporting to: Associate Mechanical Engineer / Associate Director
(Building Services)

Team: Building Services Engineering

Location: Sidcup / London / Remote

Principal Mechanical Design Engineer

Job Specification

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

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

This is a senior technical role responsible for leading the mechanical design and delivery of building services projects across a variety of sectors. The successful candidate will provide technical leadership to project teams, support the development of junior engineers, and ensure projects are delivered on time, within budget and to the highest quality standards.

The role offers an opportunity to work on complex and challenging projects whilst contributing to the continued growth and success of the business.

Main Responsibilities

Technical Design & Project Delivery

- Lead the mechanical design of building services projects from feasibility through to completion.
- Undertake the role of Lead Mechanical Engineer on projects of varying complexity and value.
- Produce and review calculations, specifications, reports, schedules and design drawings.
- Design and coordinate HVAC, heating, cooling, ventilation, public health and renewable energy systems.
- Ensure designs comply with Building Regulations, British Standards, CIBSE guidance and client requirements.
- Manage project programmes, technical deliverables and coordination activities.
- Attend client, design team and site meetings.
- Undertake site inspections, surveys and condition assessments.
- Review contractor technical submissions, commissioning information and as-installed documentation.
- Promote innovative, sustainable and low-carbon design solutions.
- Ensure projects are delivered in accordance with company quality management procedures.

Project Leadership

- Provide technical leadership and guidance to Mechanical Engineers, Senior Engineers and Technicians.
- Review and check design information produced by project teams.
- Support resource planning and project workload allocation.
- Assist with the coordination of multidisciplinary project teams.
- Promote technical excellence and consistency across project delivery.
- Share knowledge and best practice within the mechanical engineering team.
- Support performance reviews, development planning and mentoring activities for engineering staff.

Commercial Responsibilities

- Manage project budgets, fee expenditure and programme performance.
- Monitor project profitability and resource utilisation.
- Identify and report project risks, opportunities and potential variations.
- Lead preparation of smaller fee proposals and support larger bid and framework submissions.
- Contribute to project forecasting and workload planning.
- Assist senior management in achieving team financial targets.

Client Relationship Management

- Develop and maintain strong working relationships with clients and stakeholders.
- Attend client meetings and provide professional technical advice.
- Support the development of repeat business opportunities.
- Always represent the business in a professional manner.
- Assist with tender submissions and framework opportunities where required.

Team Development

- Mentor and support Engineers, Graduate Engineers and Technicians.
- Assist staff working towards Chartership and professional accreditation.
- Support recruitment interviews and technical assessments where required.
- Contribute to staff training and development initiatives.
- Foster a collaborative and positive team environment.

Quality, Compliance & Health & Safety

- Ensure compliance with company procedures, standards and quality systems.
- Promote safe design principles in accordance with CDM Regulations.
- Maintain current knowledge of industry regulations, legislation and emerging technologies.
- Support continual improvement initiatives across the mechanical engineering team.
- Ensure project records and technical documentation are maintained to company standards.

Candidate Specification

Essential Experience

- Degree qualified in Mechanical Engineering, Building Services Engineering, or a related discipline.
- Chartered Engineer (CEng) or demonstrable progress towards Chartership.
- Significant experience within a Building Services Consultancy environment.
- Proven experience leading mechanical building services projects.
- Strong understanding of:
 - HVAC Systems
 - Heating Systems
 - Cooling Systems
 - Ventilation Systems
 - Public Health Engineering
 - Renewable Energy Technologies
- Experience producing and reviewing detailed mechanical engineering designs.
- Strong project management and organisational skills.
- Excellent communication and client-facing abilities.
- Ability to manage multiple projects and competing priorities.

Desirable Experience

- Member of CIBSE, IMechE or equivalent professional institution.
- Experience delivering BIM Level 2 / ISO 19650 projects.
- Experience using Revit and associated BIM workflows.
- Knowledge of BREEAM, NABERS and Net Zero design principles.
- Experience across residential, commercial, education, healthcare 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
- Team collaboration

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.