



Senior Mechanical Design Engineer

Reporting to: Associate Director / Associate Mechanical Engineer

Team: Building Services Engineering

Location: Sidcup / London / Remote

Senior Mechanical Design Engineer

Job Specification

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

The Senior Mechanical Engineer will lead the delivery of mechanical building services projects, acting as the technical lead on delegated commissions and supporting the management and development of the MEP team.

The role requires responsibility for project delivery, technical quality, client management, commercial performance and mentoring of junior engineers. The successful candidate will work closely with multidisciplinary teams to deliver innovative and sustainable engineering solutions while ensuring projects are completed on programme, within budget and to the required quality standards.

Main Responsibilities

Project & Technical Delivery

- Act as Lead Mechanical Engineer on delegated projects.
- Lead and manage mechanical engineering design across all RIBA work stages.
- Undertake and review surveys of existing mechanical services installations.
- Produce and coordinate:
 - Mechanical designs
 - Drawings and BIM models
 - Specifications
 - Technical reports
 - Feasibility studies
 - Tender documentation
 - Tender assessments and recommendations
- Prepare and review mechanical design calculations using recognised industry software.
- Carry out building performance, energy and sustainability assessments.
- Review work prepared by other engineers and technicians.
- Ensure compliance with relevant British Standards, Building Regulations, CIBSE guidance and industry best practice.
- Ensure designs meet client requirements, programme constraints and project budgets.
- Support commissioning, witnessing, snagging and defect inspections.

Sustainable Design

- Promote low-carbon and energy-efficient design solutions.
- Contribute towards project sustainability targets including:
 - BREEAM
 - LEED
 - Passivhaus
 - EnerPHit
 - NABERS (where applicable)
- Support operational energy optimisation and whole-life carbon reduction strategies.

BIM & Digital Engineering

- Operate within the UK BIM Framework and ISO 19650 requirements.
- Coordinate multidisciplinary BIM models.
- Review and interrogate building information models.
- Support digital delivery standards and quality assurance processes.

Project Management & Commercial Responsibilities

- Manage project programmes, resources and workloads.
- Monitor project costs, profitability and utilisation.
- Identify and communicate risks, changes and resource requirements.
- Support fee proposal preparation and bid submissions.
- Assist in maintaining project financial performance and invoicing milestones.
- Ensure all project documentation follows Frankham's quality management procedures.
- Plan and manage the delivery of multiple projects to meet programme and resource requirements.
- Support the allocation and coordination of engineering resources across projects.

Client & Business Development

- Develop strong relationships with clients and key stakeholders.
- Attend client meetings and represent Frankham professionally.
- Assist in securing repeat business, developing client relationships and identifying new business opportunities.
- Contribute to marketing activities, case studies and technical articles where required.

Team Leadership & Mentoring

- Mentor and support Graduate, Intermediate and Senior Engineers.
- Assist with technical reviews and quality assurance.
- Support recruitment, staff development and performance reviews.
- Foster a collaborative and positive team culture.
- Promote continuous professional development within the team.

Candidate Specification

Essential Experience

- Degree qualified in Mechanical Engineering or Building Services Engineering.
- Minimum 6 to 8 years' experience within a building services consultancy environment.
- Strong knowledge of HVAC, public health and sustainable building systems.
- Experience delivering projects throughout all RIBA stages.
- Working knowledge of relevant software such as:
 - IES VE
 - Hevacomp/CYMAP
 - Revit
 - AutoCAD
 - Navisworks (desirable)
- Understanding of UK Building Regulations, CIBSE guidance and industry standards.
- Experience of BIM delivery and ISO 19650 workflows.

- Excellent written and verbal communication skills.
- Strong organisational and project management skills.

Desirable Experience

- Chartered Engineer (CEng) or working towards Chartership.
- Membership of CIBSE, IMechE or equivalent professional institution.
- Experience of healthcare, education, residential and commercial projects.
- Experience in leading multidisciplinary project teams.

Personal Qualities

- Enthusiasm, initiative and professionalism.
- Strong leadership and mentoring abilities.
- Excellent problem-solving and decision-making skills.
- Commercial awareness and understanding of project profitability.
- Ability to influence and collaborate with internal and external stakeholders.
- Commitment to quality and continuous improvement.
- Confidence in presenting technical information to clients and project teams.
- A proactive and solutions-focused approach.

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.