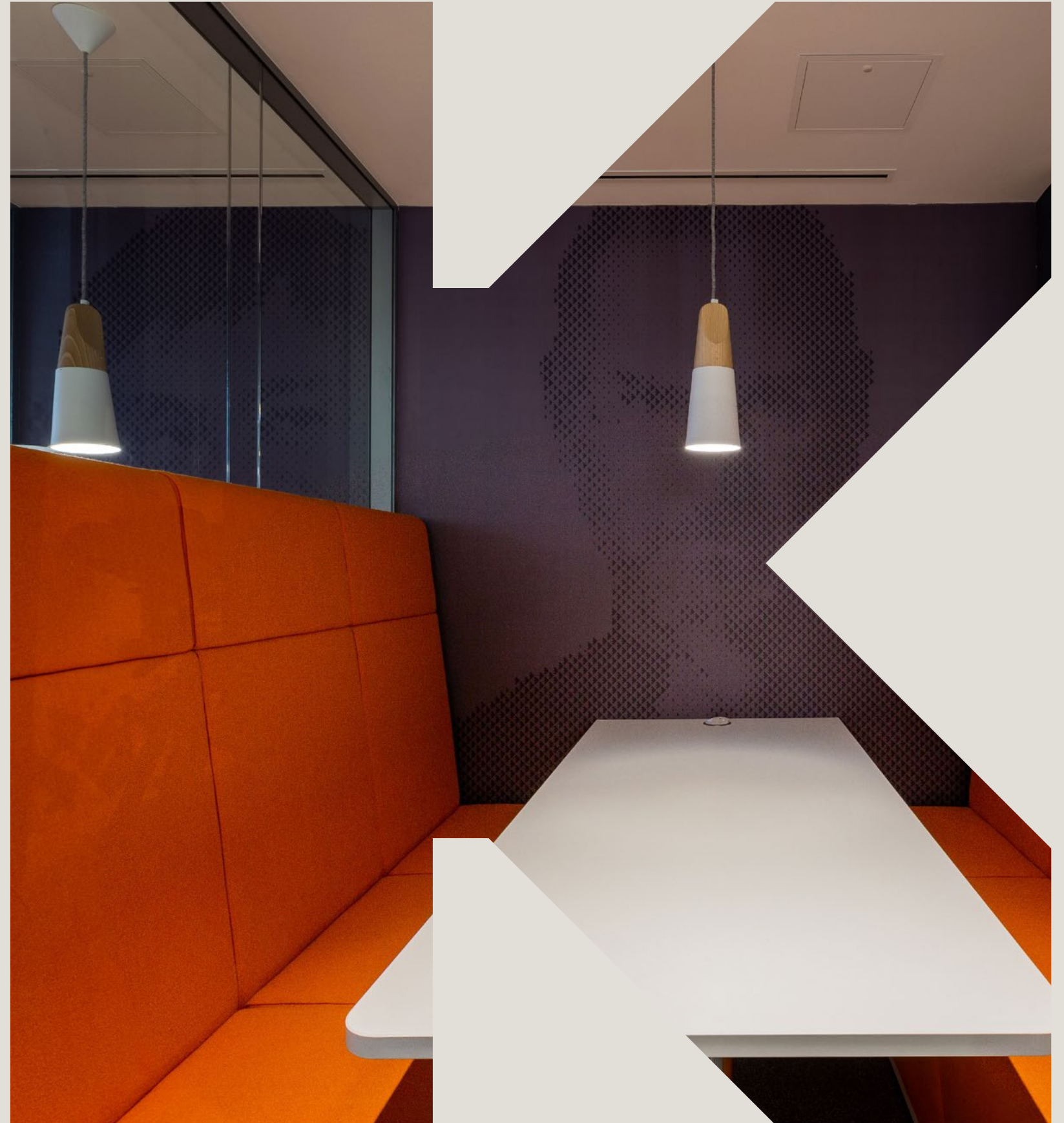


Kendall  
Kingscott

# Career Opportunity

Senior Mechanical  
Engineer



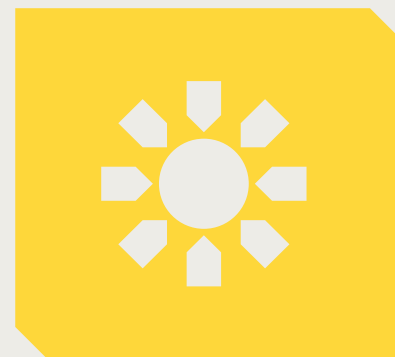
# An amazing opportunity awaits...

**Kendall Kingscott is unique.**

**We strike the perfect balance between large corporates and smaller, individual entities, bringing the positives of both.**

**We can operate with agility while providing the stability and experience expected of a 60-year established business.**

We've spent the past three years carefully crafting our strategic business plan, all while experiencing excellent growth and culminating in the launch of our new brand in 2023. Our blueprint – *The Modern Way* – is about putting social purpose at the core of everything we do, creating an environment where people can thrive, and our business succeeds.



**9.2%**

**staff turnover,  
compared to national  
average of 18.2%**

KK is a place where careers flourish. Our statistics speak for themselves: low staff turnover, countless success stories of career progression, impressive training success rates and sustainable repeat business. Our innovative remuneration packages prioritise health and wellbeing. We're seeking dynamic individuals to join us on our ambitious journey.

# Making a difference since 1962

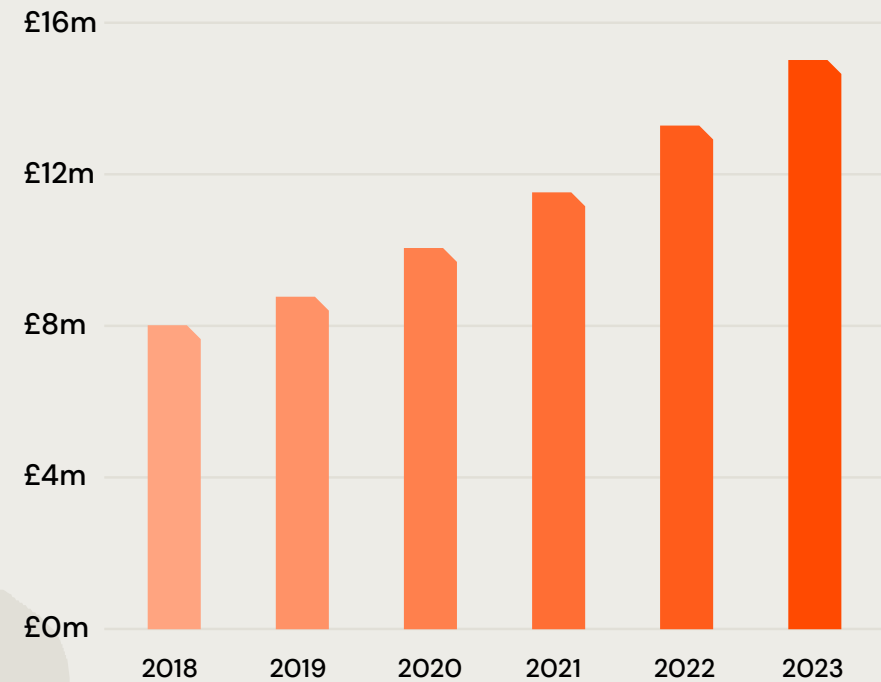
## Our 60-year journey has been one of organic evolution.

It's guided us to where we are today – **an inter-disciplinary construction consultancy** operating collaboratively with outstanding results.

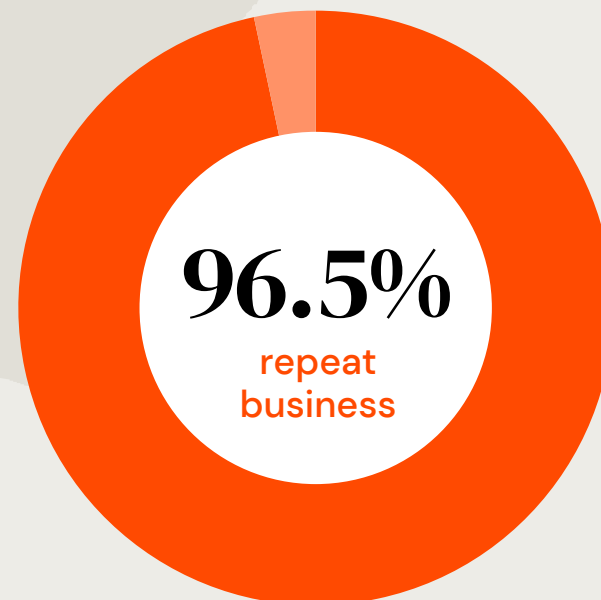
Our strategy has provided the foundations for the strongest period of growth in the company's history. Yet our new plan is only just beginning.

Our clients like to work with us and our unique, holistic approach.

We curate the perfect team for each project, either as individual disciplines or fully integrated solutions under one umbrella. We call it **1 Team**.



**87.5%**  
growth across all departments during past five years



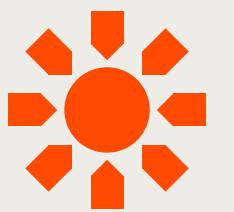
## The three principles that guide us



**Collaborate**



**Cultivate**

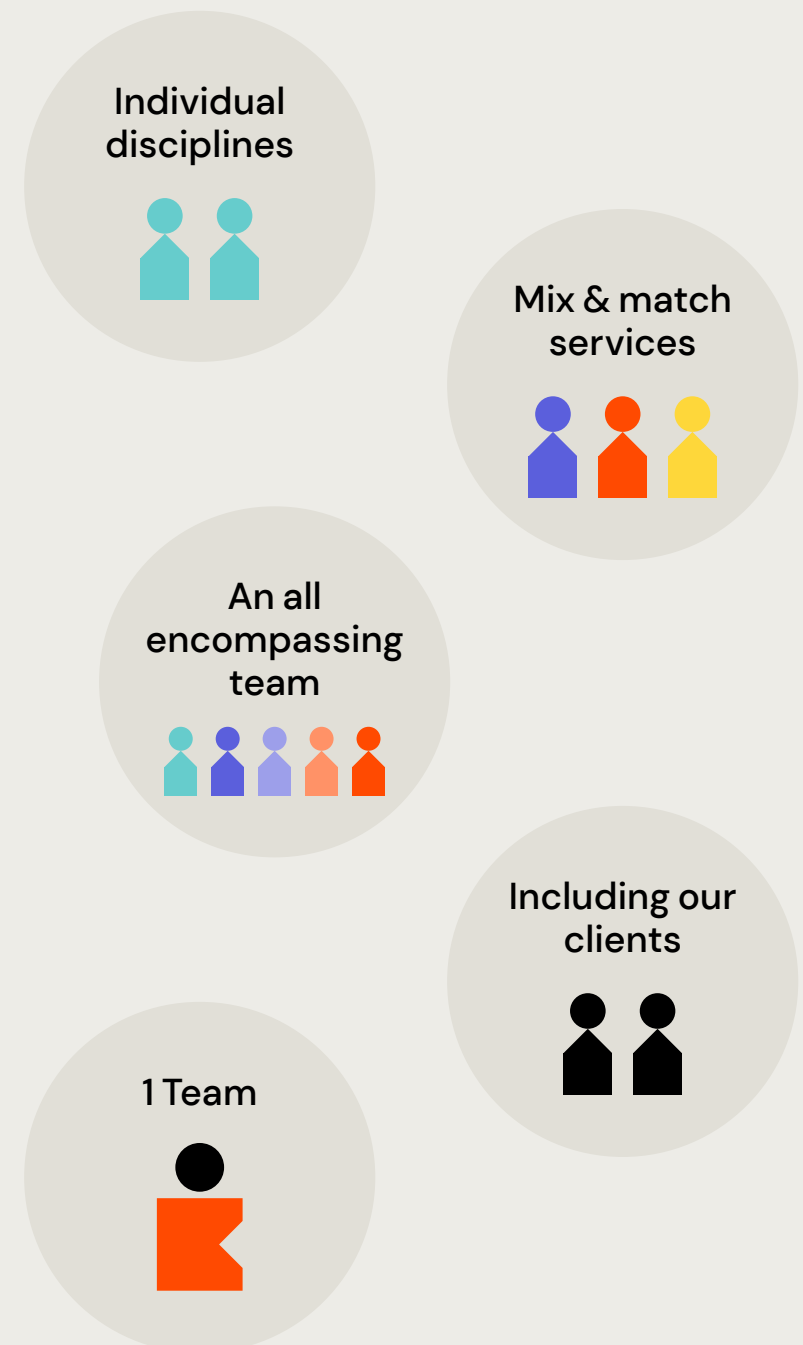


**Contribute**

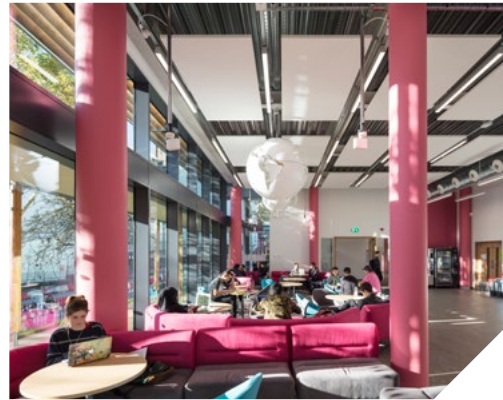
# Be part of a great team

**1 Team** provides the framework to take our projects to new heights. We go **beyond expectations** within a positive, collaborative team environment.

Experience the difference: an unrivalled service, promoting positive energy with positive outcomes.



# Delivering great projects



# And working with a developing portfolio of clients

20+ years

10-20 years

5-10 years

1-5 years

# An environment where people flourish...

As we step into the next decade, we are committing to and building on the visions of those before us. Our goal is to be a **net zero operation by 2028**.

Continuing to empower our staff to flourish and exceed expectations on every level. Dedicated to service, high standards and a positive impact on society and the planet.

KK is an equal opportunity employer and fully committed to treating all employees and job applicants equally. We will avoid discrimination in all aspects of employment including recruitment and selection, promotion, transfer, training opportunities and pay and benefits.

We take all reasonable steps to employ, train and promote employees on the basis of their experience, abilities and qualifications without regard to age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex or sexual orientation.

## Integrity

We work with respect, pride and transparency. We take shared ownership of projects and are proud of what our company name represents.



## Nurturing

This is a place for every person at every level. We support each individual regardless of background or ambitions. We're nurturing a safe, open environment that encourages organic development.



## Humility

We let our work do the talking. No egos, no prima donnas – just a committed team who relish a challenge and work together for the best results.



## Impact-driven

Our work has a direct impact on society, our industry, and the built and natural worlds. Ensuring this impact is positive drives our decision-making.



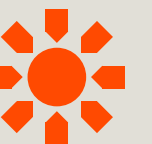
## People-centric

Our success is built on our long-term relationships. We genuinely care about our clients and each other.



## Progressive

We're always looking to evolve to be a better version of ourselves.



# The KK Way ...it's in our DNA

Alongside 1 Team, sits our cultural development & training programme entitled **The KK Way**.

Divided into **eight key themes**, The KK Way provides the framework that underpins our principles, empowering authentic excellence in our staff.

## Opportunities for all

This is a place for every person at every level. We support each individual regardless of background or ambitions.

## Going beyond

We provide the cultural and technical breeding ground for our people to excel in a purpose-driven environment.



**KK Academy**

**Lifelong Learning**

**Social Value**

**Cross-discipline Learning**

**Leadership & Management**

**Defining Your Own Path**

**Technical Excellence**

**Unrivalled Client Care**



# But it's not all work, work, work...



# Market leading innovative benefits that support your wellbeing & grow with you

## Health and wellness options

Our Health and Wellness benefits programme is driven by our business purpose that gives you access to a host of options that increase with length of service. At every level, our Employee Assistance Programme provides a 24-hour confidential helpline and we also offer discounted gym membership / sports equipment, free eye-tests and regular seminars that cover a range of wellbeing topics, including mental health. Where Private Medical Insurance is offered, it gives the added protection of your immediate family members. After a period, you'll benefit from voluntary health screening, regardless of level.



## Insurance against unfortunate events

All staff benefit from a life assurance protection policy at four times annual salary to a nominated beneficiary. We also offer income protection insurance at some levels.



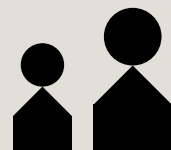
## The KK Way

You will never stand still at KK. Staff have the opportunity to study and continue to develop with us. We have highly successful training programmes at all levels including our Academy. For aspiring leaders, we have developed an excellent Leadership & Management Programme that will ease the transition into management roles. We give generous paid study leave benefits, training allowances and professional subscriptions are paid for all staff.



## Social workers

At KK we work hard, and play hard too. We hold regular company subsidised social events that could see you enjoying sea or river cruises, taking in air displays, sporting events or just kicking back with a few tipples at our local haunt.



## Incentivising sustainable forms of travel that will benefit you

Our business is aspiring to be Net Zero by 2028. That's why we provide the opportunity to lease an electric vehicle via the company's EV Salary Exchange Scheme (subject to qualifying conditions) – offering an affordable and tax efficient way to do your bit for the planet. If a vehicle is not your thing, you can also procure a bicycle for commuting via the company's Cycle to Work Scheme by salary exchange which also has tax efficiencies.



# And there's more...

## Work, life harmony sits at the heart of our business

We want our people to work to their best ability and recognise the importance of a fruitful life outside of work is key to this. That's why we offer market-leading annual leave options that increase with length of service, innovative training programmes that promote harmony in your work, life experiences, and an agile and hybrid working policy that strikes a balance between our clients, you and the business.



## A little thank-you for your commitment to KK

If you, like many others, enjoy working at KK, you will be rewarded with a combination of enhanced benefits over time. Enhanced holiday allowances, increased pension contributions, health and wellbeing benefits, as well as one-off celebratory holiday(s) and vouchers that increase with number of years served.



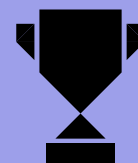
## Grand offers

Some extra cash for your Piggy Bank. We'll give you up to £1,000 bonus if, like yourself, you know someone who might be great addition to the KK Team.



## Reward

Our salaries are very competitive, reviewed annually, and include a company wide annual bonus if we've done well. We cover company travel and offer daily subsistence allowances for staff on the move.



## Team working

Whoever your team is, at KK you'll only have 1 Team - a winner every time. Our team approach is central to our ethos and ability to provide an outstanding service to our clients. Never feel alone again!



## Giving back

We support a number of charities and hold regular fund raising events across the company. Whether its baking cakes, partaking in our Tour de-Four cycle event, hiking across the Jurassic Coast path, midnight walks, there's always something to look forward to.



## The role:

# Senior Mechanical Engineer

**Unlock your potential as a senior mechanical engineer with KK! Due to continued growth, we have a position available for an experienced mechanical engineer to become a key member of the building services team based in any of our four main hubs (Bristol / Exeter / Ringwood / Teddington)**

Our integrated, inter-disciplinary 1 Team approach lies at the core of our delivery model. We are propelling our building services engineering and sustainability teams to form a greater part of our offer to our clients – creating even greater agility to our projects.

With the drive towards decarbonisation, building services engineering will form an integral part of our delivery model. You will be working in a like-minded, refreshing, and supportive team environment to deliver exciting work of the highest standard.

Working with long-standing clients, you will be immersed in a diverse array of projects across various sectors. We provide exceptional experience and excellent training and mentoring to support your career aspirations, with a clear trajectory towards Associate levels.

If you are passionate about M&E Engineering and thrive in a dynamic, challenging environment, we invite you to apply for this opportunity!

## Job description:

### Your Role in the Team

- Lead building services design projects within a multidisciplinary team.
- Provide technical guidance and mentorship to junior engineers.
- Adopt the KK 1 Team approach by collaborating with other disciplines to deliver complete scheme designs.
- Take ownership of resolving technical challenges and troubleshooting issues that arise.
- Stay up to date of advancements in building services technology and industry trends, applying knowledge to drive continuous improvement in design methodologies and processes

### Individual duties

- Proficient in undertaking design work through all RIBA Stages including feasibility report, concept designs, spatial coordination, detailed design, construction monitoring and handover.
- Ensuring compliance with UK building regulations, codes and standards.
- Provide expertise in selecting and specifying mechanical equipment, materials and components, considering factors like performance, cost, and sustainability goals.
- Delivering or inputting into decarbonisation, sustainability and net-zero carbon strategies.

### Skills and requirements

- Accredited Building Services degree and significant experience in a similar role.
- Working towards IEng of CEng with CIBSE, IET or IMechE.
- Ability to work using their own initiative with minimal supervision on all technical aspects of the role.
- Excellent communication with ability to articulate complicated issues to clients and stakeholders.
- Ability to inspire confidence both internally and externally, and then use this to strengthen client relationships.
- Ambition and willingness to learn while demonstrating a high level of diligence and organisational skills.
- Strong working knowledge of British Standards, codes of practice and relevant design guidance and standards.
- Experience with industry standard software:
  - AutoCAD
  - Revit
  - IES VE
  - Bluebeam

### Knowledge of

- Mechanical systems design: heating, cooling, ventilation, domestic water, above ground drainage, BMS controls and renewable energy.
- Mechanical design calculations: thermal modelling, heat loss, heat gain, pipe sizing, duct sizing, and psychometrics.
- Building codes and standards.
- Energy efficiency and sustainability.
- Construction materials and methods.
- Risk assessment and mitigation strategies.

# So why apply for a career at KK?

1

**Inspiring** environment with purpose driven business ethos that creates conditions for people to thrive.

2

**Market leading benefits** that increase with length of service, and promote a healthy work, life blend.

3

**Sustainable growth strategy** that retains both small-company team agility with the safety net and opportunities of a larger corporate entity.

4

Long-standing, **supportive cultural and formal training models** at the epicentre of our business, The KK Way.

5

**Incredible statistics** – high staff retention, training success, repeat business and more.

6

**It's a great place to work**, full of inspiring, supportive, individuals focussed on upholding the KK 1 Team ethos for a common goal, delivering interesting projects for high profile clients.

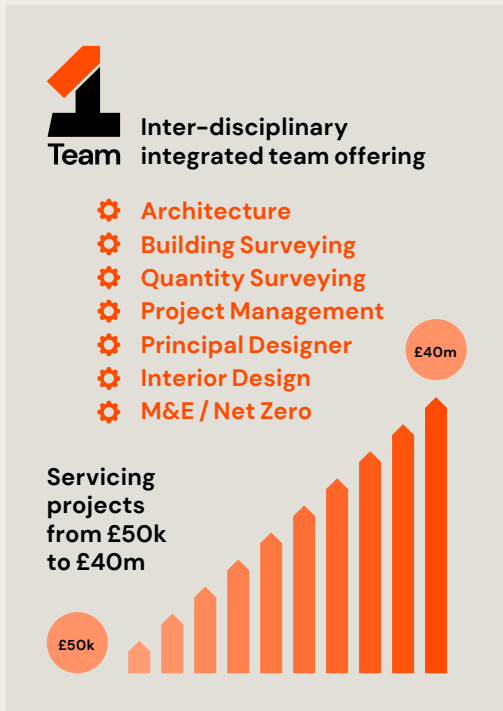
## Ready to apply?

To apply for this exciting opportunity, please contact us with a covering letter and CV at [careers@kendallkingscott.co.uk](mailto:careers@kendallkingscott.co.uk). We look forward to hearing from you!

 [careers@kendallkingscott.co.uk](mailto:careers@kendallkingscott.co.uk)

 [www.kendallkingscott.co.uk](http://www.kendallkingscott.co.uk)

# Stats we're proud of!



**9.2%** staff turnover, compared to national average of 18.2%

**i** Almost **50%** of our people started their career with KK as graduates through the KK training Academy and beyond.

**60%** of our management team came through the Academy.

Average length of service per member of staff is **8 years**



Management team with over **600 years** combined experience

We don't stand still. We're always looking for ways to evolve to better support our people and clients.

We have grown by almost **100%** since 2018

**Built on solid foundations**

Client connections stretching back **20+ years**

**96.5%** repeat business

**Organically grown**

More than **87%** first time pass rate within the KK Academy

**1 Team**

**Including you**



[www.kendallkingscott.co.uk](http://www.kendallkingscott.co.uk)



Kendall Kingscott Ltd

