

Kendall
Kingscott

Career Opportunity

Head of Building
Services Engineering
& Low Carbon
Departments



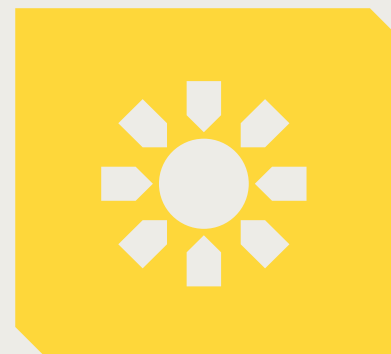
An amazing opportunity awaits...

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.



8.9%

**staff turnover,
compared to national
average of 15%**

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

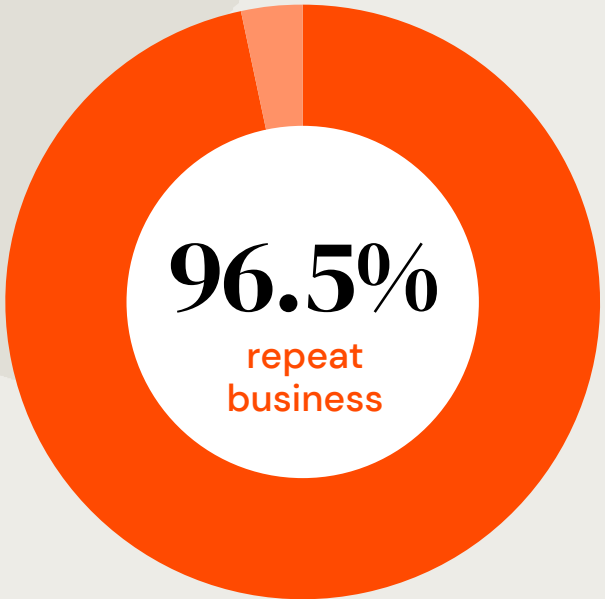
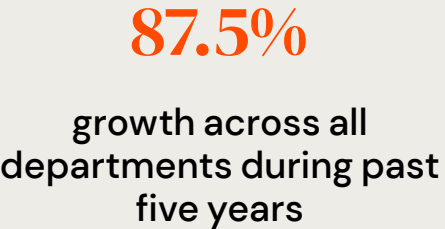
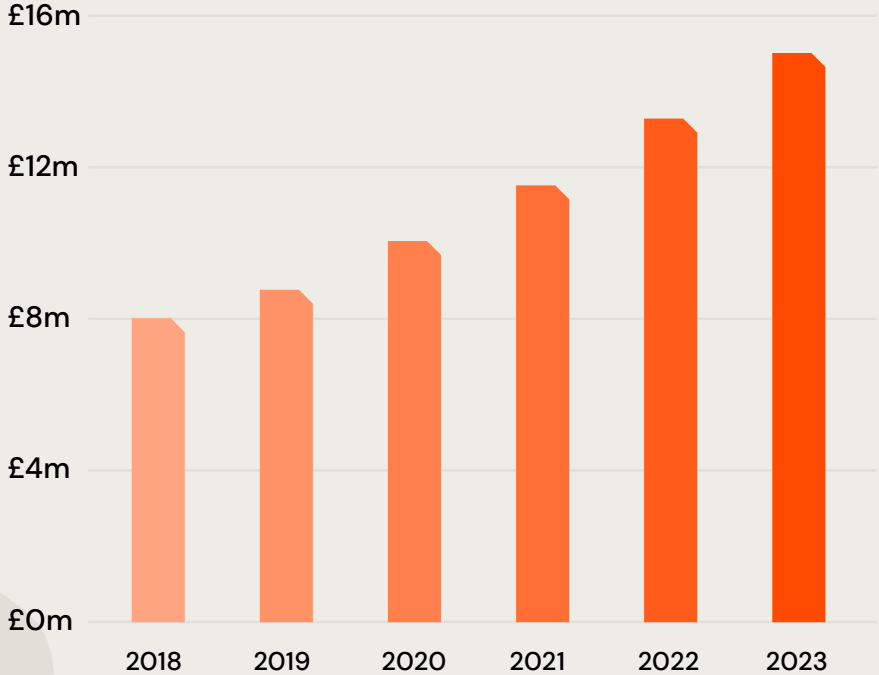
Our 60-year journey has been one of organic evolution.

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**.



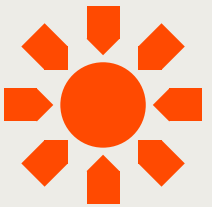
The three principles that guide us



Collaborate



Cultivate



Contribute

Be part of a great team

1Team 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

Logos of clients with 20+ years of partnership:

- Avon & Somerset Constabulary
- the guinness partnership
- NHS North Bristol NHS Trust
- Royal Mail
- Wessex Water YTL GROUP
- UNIVERSITY OF BATH
- BRISTOL CITY COUNCIL
- ALDI
- Interserve
- SOAS University of London
- MARLBOROUGH COLLEGE
- Brunel University London
- University of Reading
- DORSET POLICE
- CREST NICHOLSON
- Bellway
- CORNWALL COUNCIL one and all • oen hag oll
- SOVEREIGN
- South Western Ambulance Service NHS Foundation Trust
- Nuffield Health
- MARLBOROUGH COLLEGE
- Sanctuary
- Places for People
- SOMERSET County Council
- BCP Council
- NHS Property Services

5-10 years

Logos of clients with 5-10 years of partnership:

- mace
- UNIVERSITY OF PLYMOUTH
- National Oceanography Centre
- Wiltshire Council
- Exeter City Council
- bam
- WILLMOTT DIXON
- CARDIFF UNIVERSITY PRIFYSGOL CAERDYDD
- SCIENCE MUSEUM
- LONDON METROPOLITAN UNIVERSITY
- UNIVERSITY OF WINCHESTER
- KING'S College LONDON
- University of Exeter
- ETON COLLEGE
- Lifeboats
- Dŵr Cymru Welsh Water
- UCL
- Harrods
- SPAR
- University Hospitals Dorset NHS Foundation Trust

10-20 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.

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.



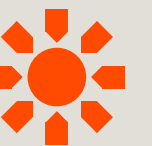
People-centric

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

The KK Way is at the heart of our business, supporting our people to cultivate their academic, professional and business expertise to be their authentic best.

Comprised of **8 key themes**, The KK Way provides the framework which underpins our guiding principles.



Opportunities for all

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




KK Academy



Lifelong Learning



Leadership & Management



Defining Your Own Path

Going beyond

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




Social Value



Cross-discipline Learning



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.



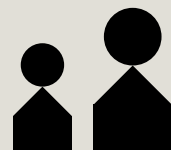
The KK Way

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.



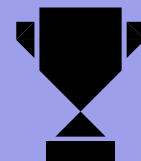
Grand offers

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:

Head of Building Services Engineering & Low Carbon Departments

With a small base team already established, you have an exciting chance to take the lead and grow Kendall Kingscott's M&E services discipline throughout the company.

We're looking for a talented and ambitious individual with a proven track record in management, to unlock the full potential of our Building Services and Low Carbon expertise. Our annual turnover from external M&E appointments exceeds £750K, and there's even greater potential. If you're eager for an opportunity that offers the excitement of a start-up without the risk, then apply now.

Success in this role brings the chance for executive leadership, share ownership, and a broader influence on our company's strategic development.

Job description:

1 Team

Our collaborative, 1 Team inter-disciplinary approach is central to our delivery model. We want Building Services and Low Carbon to form a greater part of our offer to our clients, creating even greater agility in our projects. As the push for decarbonisation continues, the synergy between M&E services and architectural design becomes even more crucial. Low Carbon advisory services will play a significant role in our delivery model. You and your team will thrive in a supportive and like-minded environment, working together towards a common goal.

Flexibility around your location

This role offers exposure to all our offices, with the potential for hubs to develop in each location to support a local M&E / low carbon presence. While our M&E team is currently based in Teddington, you don't necessarily need to be based here full time and we can be flexible about location. However, we do expect you to have a strong connection with this office and key people initially. As we grow, we will look for an associate level candidate to support local management in Teddington. Depending on where you are based, the Ringwood or Bristol offices may be a better long-term fit.



Individual duties

- Working with Directors to develop strategies to ensure our M&E and Low Carbon offer drives our growth ambitions, offering a market leading service that stands out, upholding our wider principles.
- Working with Directors to maximise existing business synergies amongst a significant range of long-standing high-profile clients and managing client interfacing as appropriate. Use of our NHS SBS M&E appointment will provide a key part of this.
- Day-to-day management and growth of the existing team, overseeing targeted recruitment with our HR Dept and creating middle-management roles that allow you to progress into a global strategic role over time.
- Overseeing M&E / Low Carbon fee submissions, commercial terms and appraising risk in consultation as applicable.
- Analysis of workload, order book, projections and resourcing.
- Initially having final responsibility for technical sign-off of work prepared by senior level Engineers, decreasing with time as the team expands and middle management tiers are introduced.
- Providing technical and strategic advice regarding our wider Low Carbon / decarbonisation offer and how this is knitted into Architecture, Building Surveying and other disciplines.
- Offering suggestions for further diversity of our services and the 1 Team offer.

Skills and requirements

- Degree educated in an engineering discipline, a full CIBSE member with chartered status.
- Low Carbon Consultant accreditation would be advantageous.
- Proven track record in managing a team and supporting strategic delivery.
- Excellent communication and ability to build strong team bonds with staff including senior executives and clients.
- Formal management training advantageous, though further coaching and support will be given through our Leadership and Management training programme.
- A team player committed to the purpose-driven ethos of the business.
- Experience in some or all of our key sectors beneficial – Healthcare, Higher Education, Schools, Retail / Commercial.
- Sound commercial understanding of markets, competition and ability to deliver a profitable department within office and virtual based work environments.
- Ability to mentor training staff and support development of our Academy upholding our high success rate.
- Flexible working environment but travelling between offices will be required to maximise the opportunity and your development. Therefore, a full driving licence is essential.
- A desire to progress to senior leadership.
- A desire to develop technical knowledge to keep apace with new technologies and give guidance to others across a variety of sectors and disciplines.

Knowledge of

- Low Carbon consultancy and an appropriate qualification preferred.
- Proven track record in a medium-sized consultancy working in similar sectors.
- Bidding processes and commercial terms.
- NHS SBS framework.
- MS365 Suite.
- Applicable software to the discipline.



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. We look forward to hearing from you!

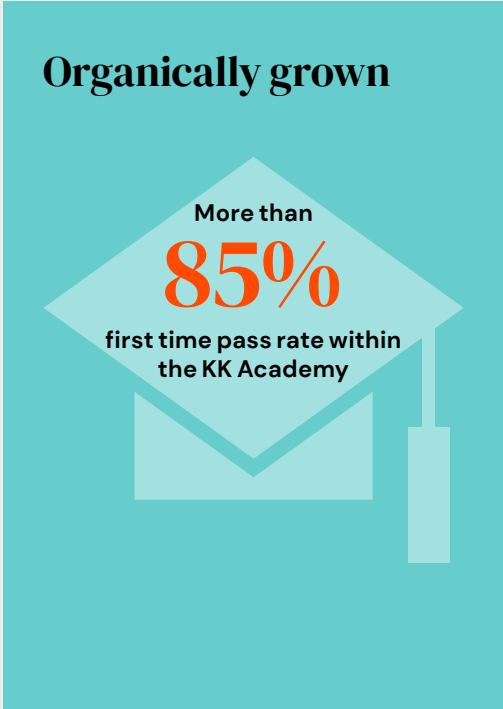
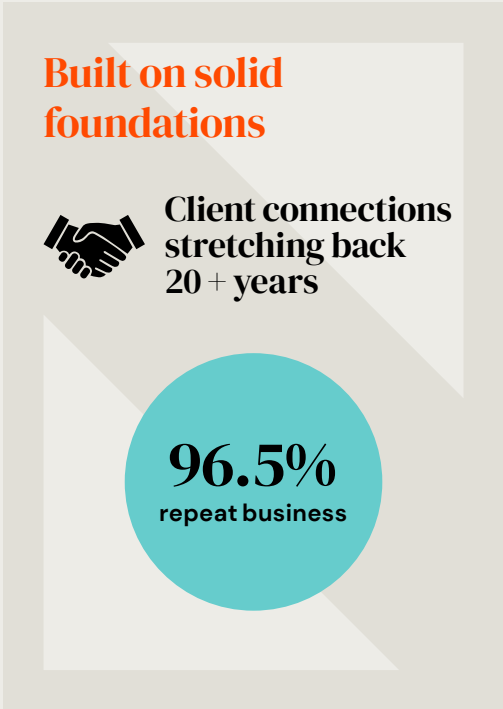
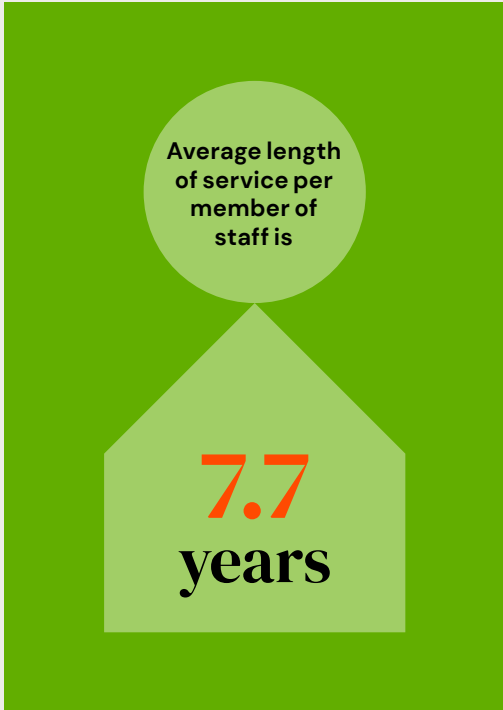
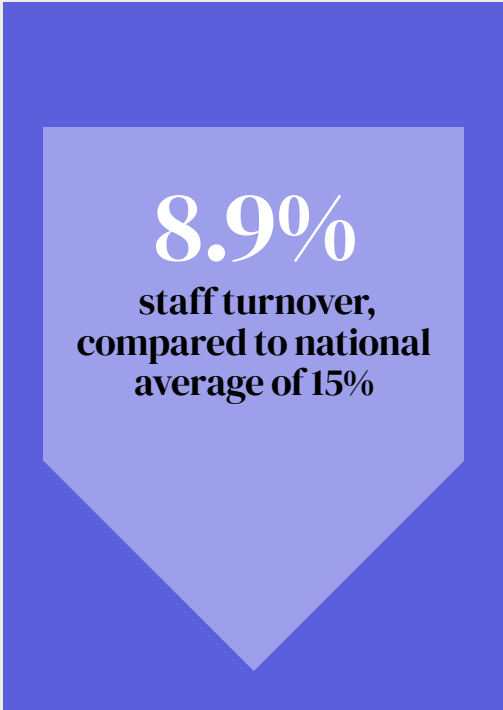
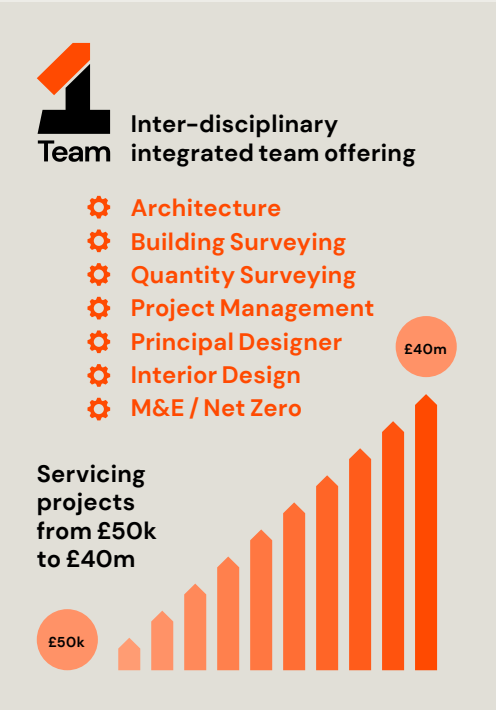


careers@kendallkingscott.co.uk



www.kendallkingscott.co.uk

Stats we're proud of!





www.kendallkingscott.co.uk



Kendall Kingscott Ltd

