



 Design for life

Building Performance Engineering

By your side from day **ONE**... without limits

Who are we?

Quietly capable...

Confident in our expertise,
committed to evolving it.

On a journey to build a team of
like-minded people who want to
help us shape the future of building
performance with life at the heart.



What do we do?

Purposeful design for people, place and community.

Our focus is on designing MEP services that are efficient, practical, and built to work in the real world.

Using modern engineering design techniques and advanced modelling software, we understand how buildings operate in use. Working across multiple sectors, you'll have the opportunity to solve real engineering challenges and see the impact of your work.



Why join us?

Jump straight in

You'll work on projects that are live from the start, on buildings where your decisions shape how people experience them.

From day **ONE**, you're part of a delivery team making a difference, so you'll see the impact of your thinking in the real world.

Grow your expertise & career

We look for people with a positive attitude to their work, then back you to learn the rest. You'll work alongside experienced engineers, with the guidance and room to grow into the engineer you want to be.

Whether you join as an apprentice, or later in your career, we develop and promote from within.

A structured way of working

Organised, calm and clear about how we work. There's a support structure to lean on and a team ethos that helps you develop, with enough flexibility to work autonomously.

Good work gets noticed, and rewarded.

We work hard

What we do is complex, and it demands rigour, attention to detail and genuine care.

It'll stretch you, but you'll have a team that's always got your back.

The reward is knowing you've designed a space that will perform for people, place and community.

Be part of the journey

Small enough to know everyone but big enough to have scale and scope.

We currently have five regional offices across the UK and 100+ people who all believe in the same philosophy, so you'll be part of a team built on relationships.

With a 98% staff retention rate, it's clear we look after our people, so much so that many of our directors and associate directors have risen up through the ranks from a young age.

By joining us you'll help shape the future of building performance engineering.

Our philosophy

Design for Life guides everything we do, from how we build our team to how we design spaces. It ensures we concentrate on what really matters:



Thoughtful Design

Actions are intentional and thought through: Thinking about the why, not just the what, because it shapes the impact we have on people, place and community.



Curious Minds

We never settle for the status quo: Exploring new ways of doing things, and relentlessly pursuing 'better' in our craft and our thinking.



Real People

We've walked similar roads: We listen, support, and treat everyone the same way, with respect and understanding.



Thriving Places

Designed for life in every way: Meeting function and encouraging long-term thinking about energy, longevity and usability, so places thrive long into the future.

We're proud

The success of our people and the spaces we design is down to our approach, cultivating a positive working environment for everyone.

If you're curious, you care about people and place, and want to see the impact of your thinking in the real world, you'll fit right in at CAD21.





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