

JOB DESCRIPTION

Job Title	Senior Engineer
Reports To	Lead Engineering Team
Date Reviewed	January 2026
Salary range	£38,000 + Commensurate with experience
Location	Hybrid (2 days Alton office, 3 days working from home) Site travel will be required
Employment Type	Permanent, Full Time

Our Company

A highly skilled, independent, specialist Geotechnical and Geo-environmental consultancy is looking for an experienced and highly skilled Engineer to join the Senior function.

The Role

As a Senior Engineer you will support Ground & Water to achieve its vision of becoming the leading provider of contaminated land and geotechnical services by championing the brand, embodying company values and nurturing the team.

You will be involved in managing highly technical and complex projects whilst support the training and developing of the wider Ground & Water team.

Main Duties:

Site Investigation & Project Management:

- Travelling to meet clients and evaluation sites.
- Represent and embody the Ground & Water brand and reputation.
- Organisation of intrusive investigations, including health and safety aspects, and proactively managing and instructing subcontractors and site operations.
- Complete and/or supervisor site work, e.g., trial pitting, soakage testing, soil logging of trial pits and boreholes to BS5930/Eurocode 7, groundwater/ground-gas monitoring.
- Manage the receipt, storage, and preparation of samples for laboratory testing, ensuring compliance with health and safety protocols, internal SLA's and project timelines, dispose of samples in line with internal procedures.

- Provide a consultative approach to engineering, advising and exploring solutions and risks, recommending technically sound and commercially viable solutions through proactive communication with clients, subcontractors and local authorities / EHOs.
- Preparation of Phase 1 Desk Studies and occasionally Flood Risk Assessments.
- Phase 2 intrusive investigations - collection of data and report writing, independent preparation of factual and interpretative reports on intrusive investigations, foundation design to include calculation of bearing pressures and estimating settlement.
- Preparation of Basement Impact Assessments
- Carry out qualitative and quantitative contamination risk assessments.
- Phase 3 contamination remediation strategies and validation work, including on-site supervision of remediation and carrying out verification reporting of remediation.
- Independently manage highly specialist projects with support from Lead Engineer's and Directors.
- Provide post-report aftercare by responding to client queries in accordance with the agreed terms and conditions and defined scope of services.
- Supporting the sales function; confidently qualifying leads, recommending complex solutions to potential customers based on their needs and challenges, issuing quotes (approx. 2 a week), and following up where required. Supporting with bids and tender submissions.

Technical Innovation

- Undertaking first read QA work, assessing technical reports against required standards and confidently provide feedback and comments.
- Supporting the sales function; qualifying leads, recommending complex and technically robust solutions, ensuring alignment with client requirements and commercial objectives, and following up where required.
- Proactively identify opportunities for efficiencies and enhancements to work practices, processes, systems, and service delivery, contributing to continuous improvement across the business.
- Support the development and refinement of internal procedures, guidance notes, technical standards and innovation.
- Actively contribute to the internal CPD schedule by proposing, developing, and delivering internal CPD sessions on technical, procedural, or industry-related topics.
- Drive digital workflows, where applicable in your work.

Team Support:

- Actively mentor junior Engineers, providing technical guidance, professional development support, and regular feedback to support their progression.

- Support the recruitment, onboarding, integration, and development of new team members.
- Conduct bi-weekly one-to-one meetings with Graduate Engineers to set objectives, monitor progress, and provide regular performance feedback.
- Support in performance reviews and contribute to promotion and disciplinary processes in line with organisational policies for Graduate Engineers.
- Approve leave and expense claims in accordance with company procedures for Graduate Engineers.
- Support the development of Graduate Engineers by identifying skills gaps, training needs, and career progression opportunities.
- Assist Lead Engineers in understanding, managing, and forecasting work capacity across the team, contributing to effective resource planning and workload balancing.

Brand Ambassador, Engagement and Sustainability Responsibilities:

- Lead by example in representing and embodying the Ground & Water brand, values, and reputation in all internal and external interactions.
- Actively engage in outreach initiatives to promote Ground & Water and the wider ground engineering and environmental industry.
- Deliver external CPD sessions for clients, industry partners, or professional bodies, helping to position Ground & Water as a technical leader in the industry.
- Represent the business at careers fairs, workshops, and outreach events, including delivering subject-specific sessions at schools, colleges, and universities.
- Attend networking and industry events to promote the Ground & Water brand, enabling innovation within the organisation.
- Support the growth and development of Ground & Water's strategy through technical leadership, market insight, and innovation.
- Nurture key client relationships and contribute to repeat business through high-quality delivery and proactive engagement.
- Contribute to ESG initiatives, including but not limited to actively engage in outreach initiatives to promote Ground & Water and the wider ground engineering and environmental industry.
- Take ownership of opportunities to learn and develop new skills, demonstrating a proactive approach to personal and professional growth. Actively seeking challenges, embracing responsibility, and continuously expanding knowledge and capabilities.
- Working towards industry recognised accreditation and Chartership status.

Opportunities for progression include:

- Leading a team of Engineers.
- Undertaking technically complex QA work.

- Become Lead Engineer in a specialist field.

The role will be subject to monthly and quarterly KPI's.

Person Specification:

Minimum Criteria	Desirable Criteria
<p>Qualifications:</p> <p>Minimum degree (BSc (Hons)) qualified in Geology, Civil Engineering, Geo/Environmental Science, Soil Mechanics, or Similar.</p>	<p>Preferably an MSc/M.Geol/MSci in Geology, Engineering Geology, Geo/Environmental Science, Soil Mechanics, Civil Engineering or similar.</p> <p>Project Management qualification (PRINCE 2, Agile, Scrum or similar)</p> <p>Management qualification</p>
<p>Knowledge and Experience:</p> <p>Established industry experience working as a geotechnical/geo-environmental engineer.</p> <p>Experience managing site works, appropriate sampling techniques and logging soils/rock to current guidance.</p> <p>Experience working calmly in a busy work environment.</p> <p>Member of an appropriate professional body and working towards Chartered status.</p> <p>Demonstrative experience working within the UK regulatory and design environment.</p> <p>Experience proactively and independently managing complex projects.</p> <p>Competent user of HoleBASE SI and/or other Geotechnical Software (bearing capacities, settlements, slope stability (Geostru) /Ground movements (Pdisp/Xdisp) / environmental-related software (Hazwaste, CLEA).</p>	<p>Chartered status.</p> <p>Experience as the Lead Engineer in a specialist field.</p> <p>Experience managing a team.</p> <p>Experienced in aspects of Quality Assurance, report reading and delivering feedback to others.</p>

<p>Mentoring experience.</p> <p>Experience with lead qualification and quoting.</p>	
<p>Skills and Abilities:</p> <p>Proficient in the use of Microsoft Office Suite.</p> <p>Full clean UK driving licence.</p> <p>Applicants must be eligible to live and work in the UK.</p> <p>Analytical and proactive problem-solver.</p> <p>Strong, professional written and oral communication, notably with clients.</p> <p>Thorough planning, organisation, prioritising, and time management skills.</p> <p>Accurate approach to work with an attention to detail and follow-through.</p> <p>Adaptable and capable of managing own workload to produce a consistent and quality service to clients' requirements.</p> <p>Ability to communicate effectively with clients and subcontractors, including during conflict and adverse times in the project lifecycle.</p> <p>Commercial awareness for project budgets.</p>	<p>Commercially astute, ability to explore and confidently discuss complex technical solutions, risks, and budgets.</p>
<p>Personal Qualities:</p> <p>A strong work ethic with high standards for quality.</p> <p>Positive attitude to learning and development.</p> <p>Out-going, personable, and professional manner.</p> <p>Reliable and committed team player, willing to help and support others where needed.</p>	

Our commitment to engineering a better world:

JEDI – Justice, Equity, Diversity and Inclusion:

Ground & Water is an equal opportunity employer, and we warmly welcome candidates from all backgrounds to apply. Guided by our values of community, courage, and commitment, we strive to create a workplace where everyone feels supported, respected, and empowered to contribute. We are dedicated to building a diverse and inclusive environment where every voice is valued.

United Nations Sustainable Development Goals:

This role contributes to several United Nations Sustainable Development Goals (UN SDGs), even if indirectly. The most relevant are shown below:

