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Senior Mechanical Engineer

Department	Building Services (www.strath.ac.uk/professionalservices/estates/)		
Faculty	Estates Services Directorate (www.strath.ac.uk/estates/)		
Staff Category	Administrative and Professional	Reference No	755134
Reports To	Head of Building Services	Grade	8
Salary Range	£47,389 - £58,225	Contract Type	Open Contract
FTE	1 (35 hours/week)	Closing Date	12/04/2026
Working Arrangements	Fully On-site working Monday-Friday. Due to the nature of this role, it is based fully on-site.		
Work Location	Estates Services John Anderson Campus		

Job Advert

The University of Strathclyde has recently been undertaking the delivery of a multi-million-pound capital and maintenance development plan which is designed to improve the range and quality of facilities available to our staff and students across the University Estate. Estates Services are responsible for delivering this programme and due to the retirement of the incumbent, we require to recruit a talented and enthusiastic **Senior Mechanical Engineer** with proficient IT skills to lead on managing the mechanical systems and infrastructure as part of the multi-disciplinary Building Services team.

The Senior Mechanical Engineer is an important role within the Estates Services Operations team and provides significant input to developing mechanical building services strategy, policy and procedures. This includes the operation and maintenance of existing plant and equipment but also the specification of mechanical services within capital projects including new build and major/minor refurbishment. They are expected to ensure that the university mechanical plant,

equipment and supporting infrastructure, operate in a safe and compliant manner. They will play a lead role in investigating and resolving what can be complex technical issues that are critical to business continuity and health, safety and compliance.

Reporting to the Head of Building Services, you will be responsible for leading the Mechanical technical team, advising on all mechanical matters including maintenance defects, surveys and inspections, preparing tender documents and cost estimates, issuing tenders and managing the delivery of a wide range of maintenance projects, building services contracts and reactive repair works.

We are seeking to recruit someone with first class communication skills who is able to demonstrate previous management experience and has a sound knowledge of mechanical planned maintenance, building services and current health and safety legislation.

This is a campus-based role and you will have the opportunity to work on a wide range of interesting and innovative projects in partnership with the academic community. You should be a qualified mechanical or building services engineer in a relevant discipline with significant technical and managerial experience.

Job Description

Brief Outline of Job:

To provide leadership in professional mechanical engineering and project management services within the Estates Operations, Building Services team. Contribute to the strategic, operational, and maintenance activities for all mechanical infrastructure, plant and equipment. To develop and implement policies and procedures relevant to the safe operation & maintenance of the mechanical and building services related systems. This post operates at a managerial and operational level and involves the planning and implementation of all mechanical maintenance projects and building services reactive repairs across the entire University Estate. The role includes cost planning and budget control for operational works and maintenance projects as well as reporting on the management of risk related mechanical building services. The post has responsibility to ensure a safe, compliant environment is provided and maintained within all University Buildings. The post holder will be required to investigate complex mechanical and related building services issues and be competent at delivering solutions to resolve both managerial and technical issues. You will require to provide out of hours support as required to meet operational need.

Main Activities/Responsibilities:

- Lead & manage the mechanical team within the building services team. Overseeing of all daily operational staffing needs i.e. recruiting, directing, supervising, appraising, and training staff. Promote teamwork and multidisciplinary working.
1. The mechanical team currently comprises 2 mechanical engineers. The role also provides technical leadership to the works management mechanical in-house trades team and arranges appropriate specialist training on BMS. Air Conditioning and liaises with Gas Safe when on site assessment of competence is undertaken.
2. Work with the Head of Building Services to help formulate and plan coordinated short-, medium- and long-term mechanical maintenance strategies. This includes contributing to the development of annual maintenance budgets for planned, reactive and backlog maintenance that uses historical information from the Estates Management System (EMS) and as highlighted within the Quinquennial Building Condition Survey.
3. Contribute to the development of departmental mechanical policies in terms of strategic, long & short-term needs for mechanical systems and infrastructure.
4. Review, understand, evaluate, and implement procedures associated with departmental and institutional compliance with health & safety and other statutory legislation. Maintain continuous review systems to ensure that all Estates Services compliance obligations such as Legionella, Gas Safety, COSHH, FGAS, Fume Cupboards & other LEV, Health & Safety etc. are effectively managed and complied with.
5. Lead the mechanical section reviewing service provision, assessment of maintenance policy, implementation of PPM system, production of appropriate output and technical reports for university-wide committees and groups.

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6. Establish, maintain and improve relations with a wide range of client groups to provide communication to ensure that service standards are maintained and developed to meet the needs of building users.
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7. Manage a large variety of mechanical and building services contracts including central chillers, air conditioning, water quality management, gas boiler plant, gas infrastructure and compliance. Provide support for the Head of Building Services to manage the district energy network (VITAL) contract and the building management contract (Honeywell) with these being among the largest value maintenance contracts in place for the university.
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8. To work with the University Procurement team to procure a range of contracts for building engineering services in accordance with university financial regulations and PCS procurement legislation. Prepare tender documentation, evaluate tender submissions and undertake interviews, provide feedback as required.
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9. To monitor the performance and quality of works carried out by consultants and contractors and analyse client feedback to ensure that all works are managed in accordance with agreed Service Level Standards in terms of efficiency, responsiveness and cost effectiveness of the overall service provided. Continually monitor and review value for money and service standard.
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10. Provide leadership in emergency situations. Make and take decisions within area of expertise that can be of a complex nature and can impact significantly on business continuity and health and safety. Provide remote and onsite support out-with normal working hours.
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11. Management of delegated maintenance budgets and monitoring the financial position, making meaningful comparisons against budget. Preparation of realistic estimates and continuously monitoring the financial position of maintenance projects.
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12. To work with the Capital Projects Delivery team to provide professional expertise on the installation of mechanical buildings services within major construction projects and refurbishments. Assisting with the preparation of budget costs, feasibility studies, options appraisals. Scrutinising designs and specifications provided by consultants and contractors to ascertain standards of quality and design and that they are cost effective and sustainable in the short, medium and long-term.
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13. To work with other Estates colleagues to identify and deliver strategies that contribute to the University's ambitious targets to reach Net Zero by 2040 as per University Strategy and measured against Key Performance Indicator 16.
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14. Carry out any other duties as agreed with the Director of Estates Services.
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Person Specification

Educational and/or Professional Qualifications

(E=Essential, i.e. a candidate must meet all essential criteria to be considered for selection, D=Desirable)

E1 Degree qualified in a relevant engineering discipline i.e. mechanical or building services

D1 Relevant professional engineering qualification

D2 Recognised H&S qualification e.g., IOSH, NEBOSH or similar

D3 Recognised qualification in Management

Experience

E2 Significant experience, in a similar operational environment at a senior level

E3 Experience in line managing and motivating a technical team of professional staff

E4 Relevant demonstrable experience in the design and specification of complex mechanical services infrastructure, systems and equipment

E5 Significant demonstrable experience of monitoring and controlling budget expenditure and in producing financial reports

E6 Recent demonstrable experience in the delivery of a range of complex maintenance projects within HE/FE or similar sectors

Job Related Skills and Achievements

E7 Proven project management abilities with a track record of delivering on time and to budget

E8 The ability to deliver to a high standard a diverse range of work, through collaboration with both internal and external staff. Must be able to maintain a positive and enthusiastic approach and have strong interpersonal skills.

E9 Excellent customer relationship management skills with the ability to recognise and implement opportunities for continuous improvement and to manage stakeholder expectation.

E10 Proficient in word processing, spreadsheets and the use of project management software.

E11 The ability to develop innovative solutions to complex problems

Personal Attributes

E12 Must have strong leadership qualities and the ability to work effectively and be competent at solving complex technical problems. Ability to work on own initiative and be focussed on successful delivery.

E13 Demonstrate team working abilities to work effectively and collaboratively within a building services technical team, exemplifying clear communication skills, commitment, enthusiasm, and a sense of humour.

E14 Effective presentational skills

E15 Must have strong leadership qualities and the ability to work effectively and be competent at solving complex mechanical problems. Ability to work on own initiative and be focussed on successful delivery.

Other Relevant Factors

E16 Current valid Driving Licence

E17 Physically fit and able to climb ladders and access plant rooms and other restricted spaces.

E18 Ability to work flexibly to address changing priorities and to respond to unplanned emergencies and other issues that may occur at short notice. This may include, on occasion, responding to outside normal business hours emergencies.

Application Procedure

Applicants should visit Strathclyde's vacancies portal and complete an online application form including the name of three referees who will be contacted without further permission, unless you indicate you would prefer otherwise. Applicants should also submit a Curriculum Vitae and a covering letter detailing the knowledge, skills and experience you think make you the right candidate for the job. Applicants should also complete the Equal Opportunities Monitoring Form.

University of Strathclyde encourages the recruitment of disabled and neurodivergent candidates. If you need any reasonable adjustments during the recruitment process, please let us know. You are welcome to submit a paper application or a CV instead of the online application form by contacting us at humanresources@strath.ac.uk.

Interviews

The University is a Disability Confident Employer and operates a guaranteed interview scheme for disabled candidates who meet all the essential criteria for the post that they are applying for.

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Other Information

Further information on the application process and working at Strathclyde can be found on our website (<http://www.strath.ac.uk/hr/workforus>).

Informal enquiries about the post can be directed to Robert Kilpatrick, Assistant Director (Estates Development & Operations) (robert.f.kilpatrick@strath.ac.uk).

Conditions of Employment

Conditions of employment relating to the Administrative and Professional staff category can be found at: [Conditions of Employment](#).

Rewards and Benefits

Our comprehensive benefits package, including generous annual leave, family-friendly benefits, flexible work options, and a commitment to continuous learning, reflects our appreciation for the valuable contributions of our colleagues.

We understand that each staff member has unique priorities and lifestyles, so our diverse benefits ensure there is something for everyone, details of which can be found on our [Rewards and Benefits webpage](#).

- **Financial Rewards:** We provide attractive financial packages, including competitive salaries, relocation support for employees and a generous pension scheme, with university contributions of 14.5% for USS and 6.5% for LGPS.
- **Work-Life Balance:** We are dedicated to enhancing healthy work-life balance for our employees. We offer generous annual leave, an additional annual leave purchase option, flexible and agile work arrangements.
 - Annual Leave: Generous entitlement of 27 days (Grade 5 and below) or 31 days (Grade 6 and above), in addition to 11 public holidays and University closure days.
 - Additional annual leave purchase: Option to request purchase of 2 weeks' additional annual leave per year.
 - Flexible and agile working: The University provides flexible work arrangements. You can request arrangements that fit you and your role, such as hybrid, part-time, compressed hours, term-time, adjusted shifts, staggered hours. These requests can be made from the first day of your employment.
- **Family Friendly Benefits:** We offer a variety of enhanced family-friendly benefits to support our employees in balancing work and family responsibilities. These include Maternity Leave, Paternity/Maternity Support, Adoption Leave, Shared Parental Leave, Parental Leave, Carers Leave and support, Family Friendly Research & Scholarship Leave, and access to our on-campus nursery.
- **Career Development:** Our commitment to personal development is reflected in initiatives such as professional courses, subsidised educational programs, coaching and mentoring, leadership development, secondment opportunities, and access to our library.
- **Health & Wellbeing:** We place high importance on the safety, wellbeing, and health of all our staff and offer discounted Strathclyde Sport membership, an Employee Assistance Programme (EAP), Occupational Health Service, and Cycle to Work scheme.
- **Recognition Awards:** At Strathclyde, we place a strong emphasis on acknowledging and rewarding our staff's commitment and exceptional contributions. This is demonstrated through our Long-Service Awards and our Values-based Strathclyde Medals.

Pre-employment health screening

An offer of appointment will be subject to a medical assessment by Occupational Health. An individual who accepts an offer of employment must complete a confidential medical questionnaire and forward it to the Occupational Health Nurse within 5 days of receipt. If further information is required, the individual may be contacted by the OHN or a Medical Advisor and

a personal appointment with the individual may be arranged. An unconditional contract of employment will not be issued until Human Resources receives confirmation that the applicant is fit to undertake the duties of the post.

Probation

Where applicable, the successful applicant will be required to serve a 12 month probationary period.

Pension

The successful applicant will be eligible to join Universities' Superannuation Scheme Further information regarding this scheme is available from [Payroll and Pensions](#).

Relocation

Where applicable, the University offers a relocation package to support new employees who meet the eligibility criteria. The relocation package is offered as a contribution towards costs incurred, and is designed to be flexible, allowing staff to use the financial support available in the way that will be most helpful to them. Further details are outlined in the [Relocation Policy](#).

Equality and Diversity

The University of Strathclyde is a socially progressive institution that strives to ensure equality of opportunity and celebrates the diversity of its student and staff community. Strathclyde is people-oriented and collaborative, offering a supportive and flexible working culture with a deep commitment to our [equality, diversity and inclusion charters, initiatives, groups and networks](#).

We strongly encourage applications from Black, Asian and minority ethnicity, women, LGBT+, disabled candidates and candidates from lower socio-economic groups and care-experienced backgrounds.

The University currently holds an Athena Swan **Silver award**, recognising our commitment to advancing women's careers in science, technology, engineering, maths and medicine (STEMM) employment in academia.

University Values

The University's Values capture what we're all about: who we are, what we believe in and what we stand for. [Our Values](#) have been derived from how we act and how we expect to be treated as part of Strathclyde.

In delivering **our People Strategy**, we will contribute, act, and make decisions guided by these values.

- **People-oriented:** committed to our staff and students, providing opportunities, and investing in their development.
- **Bold:** confident and challenging in what we do, and supportive of embracing appropriate and managed risk in our decision-making.
- **Innovative:** focused on discovering and applying knowledge with impact and encouraging creative thinking and new ideas.
- **Collaborative:** working together, with our colleagues and external partners, with integrity and in an open, respectful way.
- **Ambitious:** for our institution, staff and students as well as supporting the ambitions of our partners.

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