FRANKI FOUNDATIONS MARTELLO PILING HIGH MEAD DEVELOPMENTS

SENIOR DESIGNER / ESTIMATOR ROLES AND RESPONSIBILITIES

Reporting to: Pre-Construction Director

Role Purpose

The Pre-Construction Designer / Estimator is responsible for developing technically sound, practical and commercially competitive solutions for piling, foundations and specialist civil engineering projects.

The role combines technical design input with estimating responsibility. It supports opportunities from initial enquiry through to tender submission, clarification, contract award and operational handover.

Reporting to the Pre-Construction Director, the role will work closely with Estimating, Design, Operations, Commercial, Plant and Health and Safety teams to ensure proposals are buildable, compliant, accurately priced and aligned with Franki Group UK's operational capability and margin expectations.

KEY RESPONSIBILITIES

Tender Review and Pre-Construction Support

- Review enquiries, drawings, specifications, geotechnical information, tender documents and client requirements.
- Identify the scope of work, technical requirements, risks, exclusions and information gaps.
- Raise technical and commercial queries where information is incomplete, unclear or inconsistent.
- Support the preparation of tender programmes, methodologies, logistics proposals and resource assumptions.
- Manage allocated tender actions and meet agreed submission deadlines.
- Maintain accurate records of assumptions, calculations, revisions and tender correspondence.
- Escalate significant technical, commercial or programme concerns to the Pre-Construction Director.

Design Development

- Develop practical and compliant preliminary designs for piling, foundations and related specialist works.
- Prepare design calculations, sketches, layouts, schedules and supporting technical information.
- Review ground investigation information, loading data, structural requirements and site constraints.
- Select appropriate foundation systems, pile types, diameters, lengths, spacings and installation methods.
- Ensure designs consider buildability, plant access, sequencing, logistics, safety and programme.
- Coordinate with internal and external designers, engineers and consultants.
- Respond to technical queries and revise designs where required.
- Ensure all design work follows applicable standards, client requirements and Company procedures.

Estimating and Pricing

- Prepare detailed cost estimates for labour, plant, materials, transport, subcontractors, testing and associated works.
- Build up rates using approved cost data, production assumptions and current market information.
- Ensure pricing reflects the proposed design, methodology, programme and site constraints.
- Prepare tender summaries, pricing schedules, assumptions, exclusions and qualifications.
- Obtain and assess supplier and subcontractor quotations.
- Check that all scope items and foreseeable costs are included.
- Support tender adjudications and explain key pricing assumptions and risks.
- Maintain clear and auditable estimating records.

Technical and Buildability Assessment

- Assess the feasibility and buildability of proposed solutions.
- Review access, working platforms, headroom, environmental constraints, obstructions and adjacent structures.
- Identify technical interfaces and constructability risks.
- Work with Operations and Plant teams to confirm that proposed methods and equipment are practical.
- Challenge design or programme assumptions that may create unnecessary risk, delay or cost.
- Identify value-engineering opportunities and alternative solutions.
- Ensure proposed solutions balance safety, quality, cost, programme and client requirements.

Risk Management

- Identify technical, design, geotechnical, operational and commercial risks at tender stage.
- Ensure risks are clearly recorded and communicated.
- Recommend appropriate pricing, mitigation, qualifications or exclusions.
- Identify residual design and construction risks.
- Support preparation and maintenance of tender risk registers.
- Escalate high-risk assumptions or design uncertainty before submission.
- Ensure unresolved risks are included in the operational handover.

Client and Consultant Engagement

- Support meetings with clients, consultants and design teams.
- Present and explain proposed technical solutions where required.
- Respond to technical queries clearly and promptly.
- Support tender interviews, design workshops and clarification meetings.
- Ensure commitments made during discussions are authorised and documented.
- Build professional and constructive working relationships.
- Protect the technical and commercial interests of Franki Group UK.

Tender Clarification and Negotiation

- Prepare revised designs, prices and technical submissions following client feedback.

- Maintain control of tender revisions and ensure changes are reflected in the estimate.
- Review the effect of design changes on cost, programme, plant and risk.
- Support the Pre-Construction Director and Senior Estimator during commercial and technical negotiations.
- Ensure post-tender commitments remain realistic and deliverable.
- Record all revised assumptions, exclusions and clarifications.
- Avoid accepting additional scope or risk without appropriate approval.

Project Handover

- Support a structured handover to Operations, Commercial and Design following contract award.
- Explain the design basis, methodology, pricing, assumptions and key risks.
- Provide relevant calculations, drawings, quotations, exclusions and tender correspondence.
- Highlight unresolved technical or commercial matters.
- Ensure the delivery team understands the basis of the tender and design.
- Support early project meetings where pre-construction input is required.
- Capture operational feedback and apply lessons learned to future work.

Cost Data and Continuous Improvement

- Review actual project performance against tender assumptions.
- Use COINS, CVR data and project feedback to improve pricing and production assumptions.
- Update labour, plant, material and subcontractor rates where appropriate.
- Identify recurring pricing gaps, design issues and risk omissions.
- Improve estimating models, design templates and standard details.
- Share technical and commercial lessons with the wider pre-construction team.
- Support the development of more efficient digital design and estimating processes.

Governance and Document Control

- Maintain complete and auditable tender and design records.
- Ensure calculations, drawings and pricing documents are checked and approved in line with Company procedures.
- Use correct document-control and revision processes.
- Comply with delegated authority and tender approval requirements.
- Protect confidential client, design and commercial information.
- Support internal and external audits.
- Correct errors promptly and report material concerns.
- Follow Company quality, safety and governance standards.

BEHAVIOURAL COMPETENCIES

Accountability and Ownership

- Takes responsibility for allocated designs and estimates.
- Meets agreed deadlines and follows actions through to completion.
- Maintains high standards of accuracy and attention to detail.
- Escalates risks and information gaps early.
- Acts with integrity and in the best interests of Franki Group UK.

Commercial and Technical Thinking

- Understands how design decisions affect cost, programme, plant and risk.
- Balances technical quality with commercial competitiveness.
- Uses reliable information and evidence to support decisions.
- Challenges unrealistic assumptions constructively.
- Identifies practical value-engineering opportunities.

Delivering Results

- Produces accurate, complete and timely technical and commercial submissions.
- Manages multiple priorities and tender deadlines effectively.
- Resolves design and pricing issues promptly.
- Maintains control of revisions and supporting records.
- Delivers clear and practical handover information.

Collaboration and Communication

- Works effectively with Pre-Construction, Operations, Commercial, Plant and Design teams.
- Communicates technical matters clearly to non-technical stakeholders.
- Builds professional relationships with clients, consultants and suppliers.
- Seeks input where required and avoids working in isolation.
- Challenges professionally and responds positively to feedback.

Developing Capability

- Shares technical and estimating knowledge with colleagues.
- Supports junior team members where appropriate.
- Seeks feedback and applies learning.
- Maintains current technical and industry knowledge.
- Takes responsibility for professional development.

Continuous Improvement

- Reviews tender and project outcomes and applies lessons learned.
- Improves design details, estimating templates and cost data.
- Uses project information to improve future accuracy.
- Challenges inefficient or inconsistent working practices.
- Measures whether changes have improved quality, competitiveness or delivery.

PERFORMANCE AND BONUS MEASURES

Technical and Design Quality – 25%

Measured against:

- accuracy and completeness of designs and calculations;
- compliance with technical standards and client requirements;
- quality of buildability reviews;
- reduction in design errors, revisions and omissions;
- quality of technical risk identification; and
- feedback from Design, Operations and clients.

Estimating Accuracy and Commercial Quality – 25%

Measured against:

- accuracy of labour, plant, material and subcontract pricing;
- quality of assumptions, exclusions and qualifications;

- comparison of tender allowances with actual project performance;
- reduction in pricing gaps and omissions;
- appropriate risk and contingency allowances; and
- quality of tender records.

Tender Delivery and Business Contribution – 20%
Measured against:

- tenders completed within agreed deadlines;
- quality and completeness of submissions;
- contribution to secured work and margin;
- management of tender revisions and clarifications;
- responsiveness to client and internal requests; and
- support for strategic opportunities.

Operational Readiness and Handover – 15%
Measured against:

- quality and completeness of project handovers;
- accuracy of design, programme and resource assumptions;
- reduction in post-award surprises;
- feedback from Operations and Commercial teams;
- quality of lessons learned; and
- application of project feedback to future tenders.

Behavioural Competencies – 15%
Measured against:

- accountability;
- technical and commercial judgement;
- collaboration;
- communication;
- accuracy;
- professional development;
- integrity; and
- continuous improvement.

A serious failure in conduct, integrity, design governance, technical accuracy or commercial control may reduce or remove the behavioural element and may affect the overall bonus outcome.

BONUS GOVERNANCE
Any bonus should remain non-contractual and discretionary. Assessment should take account of individual performance, agreed objectives, behavioural contribution, business performance, profitability, affordability, cash flow and the Group's overall financial position.

ESSENTIAL EXPERIENCE AND CAPABILITY
The successful candidate should have:

- experience in civil, structural, geotechnical or foundation design;
- experience preparing estimates or cost build-ups for construction projects;
- knowledge of piling, foundations, ground engineering or specialist civil engineering;
- the ability to interpret drawings, specifications and geotechnical information;
- good understanding of construction methods, plant, productivity and buildability;
- strong numerical, analytical and problem-solving skills;

- experience using design, estimating or construction cost systems;
- the ability to manage multiple tenders and deadlines;
- strong written and verbal communication skills; and
- a practical and commercially aware approach.

DESIRABLE

- Degree, HNC, HND or equivalent qualification in civil, structural or geotechnical engineering.
- Experience in piling or foundation design.
- Experience using specialist design software and CAD.
- Experience using COINS or a comparable construction cost system.
- Knowledge of relevant British Standards, Eurocodes and geotechnical design requirements.
- Progress toward membership or chartered status with a relevant professional body.

ROLE REVIEW AND ACKNOWLEDGEMENT

This document sets out the principal accountabilities and expected standards of the role. It is not intended to be an exhaustive list of every task or objective. Responsibilities, priorities and performance measures may be reasonably adjusted to reflect business requirements, development and project allocation, provided any material change to the fundamental nature of the role or contractual terms is managed appropriately.

Employee name	
Employee signature / date	
Manager signature / date	