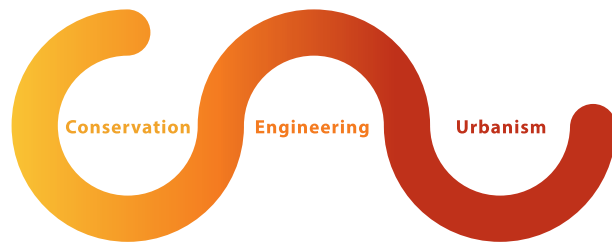


ALAN BAXTER
GRADUATE
BROCHURE

INDEPENDENT and INVENTIVE

We are a leading firm of engineers, urban designers and conservation specialists. We are passionate about good design and we share a desire to create beautiful, exciting and sustainable buildings.



Our engineering work is wide-ranging across all sectors and includes large new-build developments, state-of-the-art bridges, large residential and commercial developments, and reshaping major transport hubs. We also work for cultural institutions and at some of the country's most iconic historic buildings, such as the Houses of Parliament, the Royal Albert Hall, and the British Museum, among many others. We have worked on four RIBA Stirling Prize shortlisted projects in the last eight years, with two of these going on to win architecture's most prestigious prize. Our conservation team provides strategic advice on a diverse

range of historic buildings, while our urban designers and movement team are at the forefront of rethinking how we should live and work in the towns and cities of tomorrow.

As a graduate, you will join an enthusiastic and supportive team, working together to produce thoughtful, imaginative, and sustainable solutions to a range of exciting challenges.

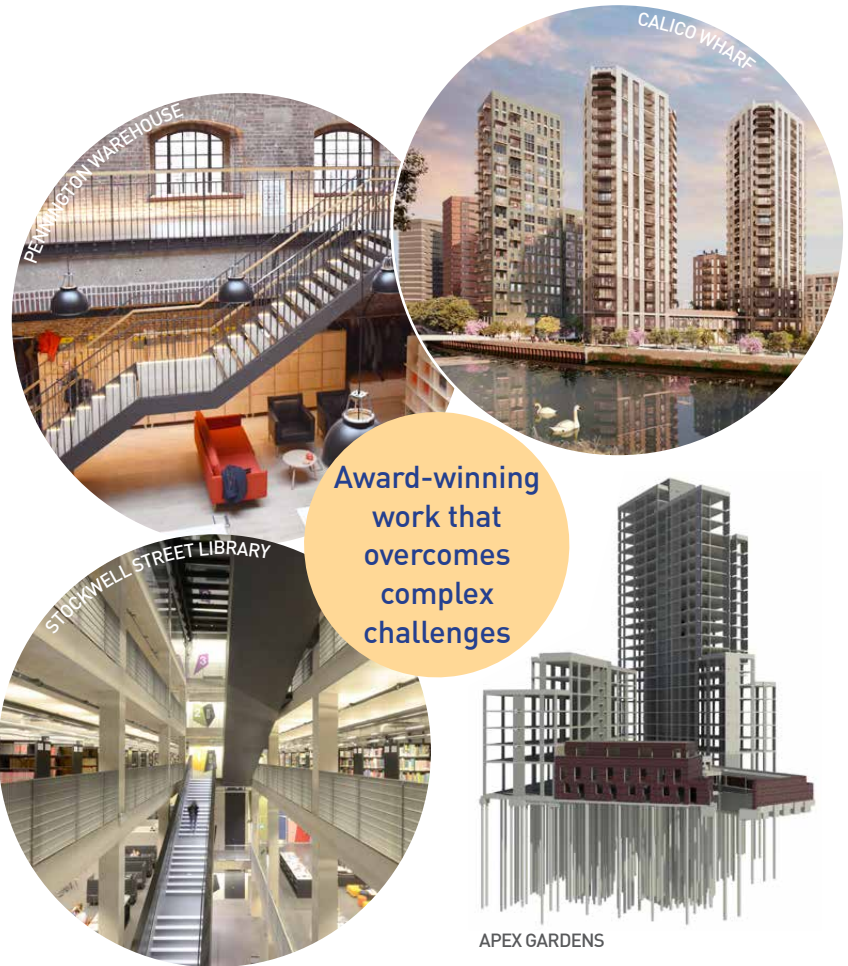


PIONEERING and PRESTIGIOUS WORK

We only take on projects that excite and interest us, and we ensure that graduates work on stimulating projects from their very first day with us.

You will join a team that shares a commitment for great design, a passion for understanding and improving the built environment and a desire to create places with meaning and integrity. Our projects will push you to use your knowledge and initiative to grow and develop.

Much of our work goes on to win awards and is recognised for overcoming complex challenges. Our engineering, urbanism and heritage teams often work seamlessly together to provide a uniquely integrated service that our clients value, allowing graduates to enrich their experience and deepen their knowledge.



SUSTAINABILITY through DESIGN

Sustainability is a central part of our philosophy and has been since we were founded. We design places and streets that prioritise sustainable movement and champion the reuse of existing structures, the use of highly sustainable materials and the adaptability of structural designs to future uses. As signatories to 'Engineers Declare', we have recognised our obligation to design buildings, cities and infrastructure that meet society's needs whilst addressing the climate crisis.

The greenest building is the one that already exists, and we advocate against demolition and seek interesting opportunities to reuse existing buildings creatively. This is in our DNA. The efficient use of materials is in tune with our sustainable design principles, and we evaluate and reduce the embodied carbon in all our engineering projects, in line with our comprehensive Sustainable Design Guide and assessment tools.



Work that addresses the climate emergency

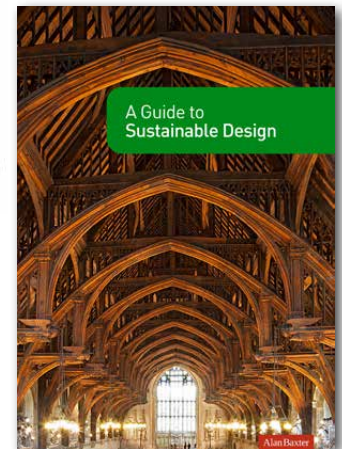
Design with sustainability at its heart



CARBON ASSESSMENT



- Concrete Substructure
- RC Ground Floor Slab
- Steel Frame
- CLT Floor Slabs



INVESTING in YOU

We invest in our graduates and give them the tools to become outstanding professionals in their fields. We have a comprehensive annual series of technical and professional seminars, project reviews, talks and lectures specifically for graduates and new joiners, which is widely respected across our industry for developing excellent professionals.

Our cumulative experience of nearly 50 years in practice is shared through regular, programmed presentations and workshops which cover design, professional skills, site visits and hands-on practical challenges. You will learn from industry experts and develop a solid foundation of knowledge and experience that you will be able to build upon during the rest of your career.



Highly
respected and
comprehensive
training
programme

Investment in
young talent
to foster
outstanding
professionals

Your DEVELOPMENT

We take the development of our new joiners very seriously. You will continually be given opportunities to develop your knowledge, skills and experience and we support all our graduates through one-to-one mentoring and on-the-job training.

Our approach to creative design, sketching and drawing, regular reviews and utilising the joined-up knowledge of our firm allows high-performing new joiners to progress rapidly. Furthermore, the experience and tutoring you receive will provide you with the skills and experience required to become a fully-fledged chartered professional. The IStructE and ICE recognise and praise our structural training programme, and our pass rates are well above average. The firm will also pay for membership to these and other relevant institutions such as The Urban Design Group and the Institute of Historic Buildings Conservation.

We recognise that amassing knowledge and experience through travel broadens our horizons. We therefore encourage employees to travel and provide generous grants to support this.



**Excellent
pass rates
for chartered
professional
exams**



**One-to-one
mentoring
and on-the-
job training**



An ENGAGING WORKPLACE

We value the diversity of our staff and are committed to providing equal opportunities for all.

We champion an inclusive and open working environment which fosters an uninhibited exchange of ideas. Staff thrive within this supportive working environment. We celebrate employees' hard work and success, which promotes a supportive working environment. As an example, we recently put forward an Associate for the 'Young Women in Engineering' Award.

There is an active social programme that includes sports clubs, site visits, informal presentations and study trips. All our staff are part of our Cowcross Street community, comprised of over 90 different organisations involved in the built environment that together form an exciting network where collaboration thrives.

The whole firm enjoys three communal lunches every week, discussions and exhibitions in our Gallery. Knowledge is also shared through newsletters and seminars, where staff are given insights into overcoming complex challenges.

Where appropriate, staff are encouraged to study for higher degrees and professional qualifications and we provide financial support and study leave to allow them to do so.



A community of over 90 built environment organisations

Charlotte Room – Engineer



I studied Civil and Architectural Engineering at the University of Bath before joining Alan Baxter. I particularly enjoyed the structures and conservation engineering modules so was looking to work in firm where I would have the chance to work on existing buildings.

I joined a team that has worked at the Palace of Westminster since the 1990s and continues to be involved in many projects across the parliamentary estate. This ranges from adapting the building to improve how it functions for a modern parliament, through to conservation projects that restore and maintain the historic fabric.

I have been involved in many projects across the estate and have worked on some of the most recognisable parts of the Palace. I enjoy the problem-solving aspects of working on an existing building, especially one with so many varying construction techniques, as well as the need to consider the architectural and heritage implications of the engineering interventions. These constraints often require a creative engineering solution and we are encouraged to develop these through sketching.

My working environment is very creative, with a lot of support from the in-house training events and mentoring reviews that help our professional development. There are also monthly social events organised by Culture Club, and I have joined their committee to help set up the next round of events.

Jonas Allen – Engineer



As part of my Civil and Architectural Engineering course I undertook a placement year at Alan Baxter, before joining the firm full-time upon my graduation from the University of Bath. As a structural engineer, I have been able to work on some of Britain's most notable buildings, including palaces, museums and galleries across London.

One project I have found particularly interesting has been our work at the Royal Academy of Arts. We have a long history with the RA, and our latest work has involved the redevelopment of the spaces occupied by the prestigious Royal Academy Schools. This project has provided me with lots of work, including the appraisal of complicated 19th century structures, the design of a new timber extension, and various works to strengthen the existing structures for modern use. I have also enjoyed working on the project throughout the different RIBA stages. The earlier concept design stages allowed me to explore design ideas by sketching and communicating with architects, whilst the construction stage has allowed me to work alongside contractors, and to see my designs go from drawings to actually being built!

I have been very fortunate to work on such exciting projects in an office environment that is enjoyable and friendly. I appreciate the support I receive, which encourages me to use my creativity and sketching to develop solutions to the interesting problems that come from working with historic structures.

Alan Baxter has always been a leading voice on the importance of the reuse of existing buildings. With an increasing emphasis in industry on reducing the embodied carbon of new developments, I know there will be plenty more interesting opportunities to continue to develop my work as a structural engineer.

Ali Ellis – Engineer



I joined Alan Baxter after finishing my Masters in Civil Engineering at the University of Bristol and have worked on a huge variety of projects within my first 18 months. Although many of these projects have been challenging, the full support of my team and mentor has ensured it has been very rewarding!

I will always remember the first project that I ever worked on after joining, which was at the British Museum. It was amazing to be so involved in a project at such an iconic and renowned building, having only just finished my degree. Another slightly quirkier project that I have been involved with is the Train Ferry Gantry in Harwich, Essex. We needed to understand the Gantry's form as well as how it functioned during its working life to allow us to assess its condition. A highlight of the project was the site visit, which had to be conducted from a boat within the harbour so that we could get a good look at all the hidden parts of the structure.

Alan Baxter is a workplace which encourages people to push themselves and that works with their employees to closely monitor their progress to help them shape their careers based on their interests and personal goals. The company has offered me an inclusive environment to help me progress and grow, and I'm looking forward to developing my skillset on new work.

Steven Hawkes – Urbanism



I joined Alan Baxter as a transport planner and urban designer following a BSc in Geography at the University of Zurich and a two-year MSc in Spatial Development and Infrastructure Systems at ETH Zurich.

Although I have the title ‘Urban Engineer’, my workload is extremely varied and ranges from technical urban engineering work to sustainable mobility and urban design. This has included modelling traffic flows at junctions, designing cycling infrastructure, identifying constraints and opportunities for sites, and drawing illustrative masterplans by hand.

The diversity of projects and tasks I am involved in has not only allowed me to draw on the skillset I developed during my studies and prior work experience, but has also given me the opportunity to greatly broaden and further my skills. Some of the most formative experiences have been my interactions with clients and other consultants on larger projects that offer an amazing platform for growth. Furthermore, the excellent learning environment I was offered was coupled with wide-ranging responsibilities from day one. This was made possible by the supportive nature of the closely-knit urbanism team. Beyond this, the company’s interdisciplinarity is really stimulating and allows for answering queries in-house or reflecting on your work by presenting it at progress meetings.

Ally Blows – Conservation



I joined the Conservation Team at Alan Baxter in 2021 after completing a Masters in Building History at Cambridge University. Previously I worked in publishing for the Pevsner Architectural Guides. From the start there has been a myriad of opportunity to work on different buildings and heritage assets of varying scale and age.

The Conservation Team works alongside architects, planners and engineers, to name a few, providing heritage advice for clients. These clients range from large scale institutions and charities like the National Trust to public companies like Network Rail and private individuals - all of whom want to adapt or manage historic assets.

Whilst an appreciation for historic buildings is essential, it is satisfying to apply this by contributing to and supporting their long-term survival and use as well as their co-existence with the ever-evolving landscape of new architecture. There is not a one-size-fits-all solution to historic buildings and often it requires lateral thinking including an understanding of Architectural History and the specific application of Planning Policy and legislation.

In the last year I have had opportunity to work on an extraordinary range of buildings. This has included supporting renowned institutions like the Savoy Hotel and galleries wishing to adapt historic spaces such as Pallant House and the British Museum. Equally our role is to support and guide the opportunity for new development in historic areas for example at Queen Mary University and Victoria Station. A more challenging but rewarding aspect to the role has been considering the long-term management and viability issues facing substantial country houses like Bramshill and Clandon that require regular reassessment to meet changing circumstances and newly discovered histories.

GET in TOUCH

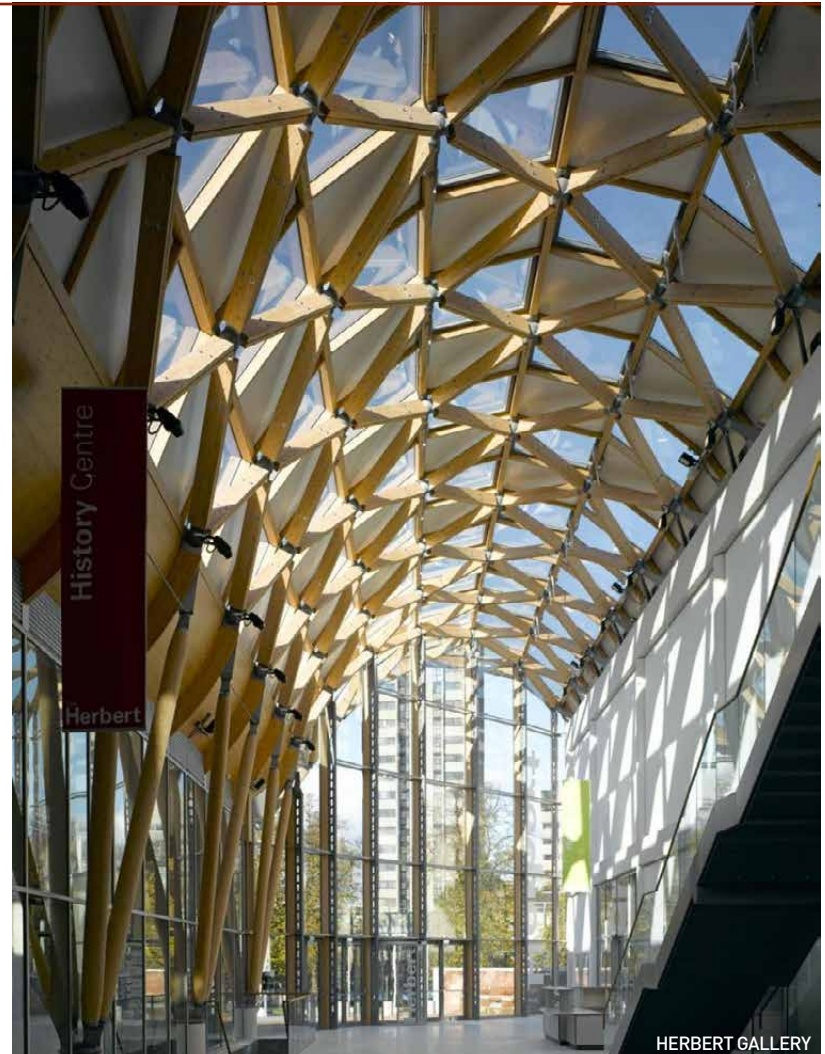
Andy Morton

75 Cowcross Street

London EC1M 6EL

e personnel@alanbaxter.co.uk

t 020 7250 1555



75 Cowcross Street
London EC1M 6EL
email personnel@alanbaxter.co.uk
web alanbaxter.co.uk

