



At Stepnell, we understand that design management is critically important to a construction project because it bridges the gap between design and execution, ensuring that the project meet their objectives in terms of quality, cost, and time.

We are looking to grow our Stepnell team and recruit a Design Manager to join our design team in the South to work from our Southampton office. As Design Manager you will lead and manage external design consultants, design subcontractors and construction team inputs on projects in our Southern region. Typically you will be working for your closest office, Southampton or Bristol and travel one day a week to support your live projects.

Reporting to the Design Team Lead, As a Design Manager, you will be responsible for:

- Deliver complete, accurate, commercially viable design information for construction and procurement process
- Ensure design compliance to project contractual agreements, budgets and regulations
- Develop and maintain BIM principle
- Collaborate with the pre-construction team through the bidding process
- Proactively drive project and design improvements
- Review all tender documentation to reduce risk and ensure all tender design complies with building regulations
- Support and advise on delivery and attend project meetings as required by the Contracts Manager
- Proactively manage the selection and appointment of design and specialist consultants, utility services and third party surveyors
- Leads and implements appropriate BIM execution plans.

The ideal candidate:

- Previous contractor design experience
- You'll have a blend of technical expertise, project management skills, and the ability to provide leadership through the design process
- Deep knowledge of construction methodologies, materials, and techniques, as well as the ability to translate design into buildable solutions
- Experience managing multidisciplinary design teams, including architects, engineers, and consultants, ensuring their work aligns with project goals.

Why Stepnell

At our core, we are committed to inspiring, nurturing, and investing in our people, ensuring that their careers are both fulfilling and rewarding. As proud holders of Investors in People Gold accreditation, we recognise that our employees are the driving force behind our success. We value everyone's contribution and curiosity rules within our teamship philosophy. We aim to empower our people to make a difference and drive positive change across our business and services.

To show our appreciation, we offer generous and competitive benefits including, an enhanced pension scheme with a Stepnell contribution of 7% to help secure your financial future, annual leave that increases with service and the flexibility to purchase more, a market leading employee referral



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scheme, and for eligible roles comprehensive health coverage, adjustable start and finish times and a car allowance or company car.

Join us in a collaborative and inclusive environment where your well-being is our priority, and your contributions are truly valued.

About Us

We are a family-run business with a history of more than 155 years, we are stable and reliable, making long-term decisions in the best interest of our people and customers.

Our unique and growing capabilities span construction, property development, energy, joinery, and concrete repairs, enabling us to meet the diverse needs of our customers. With seven regional offices in Liverpool, Nottingham, Rugby, Wantage, Bristol, Southampton, and Poole, across 3 business units, our geographical reach allows us to maintain high levels of repeat business, currently representing 75% of our turnover.