



Stepnell is seeking an experienced Regional Design Lead to lead, manage, and mentor design teams and external consultants across key projects within our East Midlands team. This role demands an influential leader skilled in design management, who will challenge, develop, and drive best practices, fostering a culture of innovation and consistency to deliver exceptional, economically viable solutions that benefit our clients and team.

Key Responsibilities:

- Lead, manage, and mentor design consultants and subcontractors, ensuring high-quality design input and fostering strong relationships to achieve business goals.
- Champion forums, drive continuous improvement, and exemplify leadership across design projects.
- Ensure timely delivery of accurate, commercially viable, and buildable design information for procurement and construction.
- Guarantee compliance with project contracts, budgets, and relevant regulations, emphasizing BIM principles as required.
- Work closely with office and construction teams to maintain consistent, economically viable solutions for project delivery.
- Contribute to the business by identifying and securing new work opportunities.
- Actively participate in bid evaluations, identifying risks and optimizing design solutions to support winning bids.
- Collaborate with bid teams to set clear objectives for project design stages, ensuring practical and compliant solutions.
- Oversee project teams in preparing detailed, executable design information, ensuring alignment with timelines, budgets, and program requirements.
- Support construction delivery and challenge consultants to produce competitive designs.
- Engage in consultant and subcontractor selection and appointment, tracking cost-impact changes and maximising value engineering opportunities.
- Regularly review consultant performance, providing feedback and fostering long-term partnerships.
- Lead the design process to produce regulation-compliant designs, managing third-party approvals as needed.
- Monitor project commercial performance, capturing lessons for ongoing improvement.
- Develop BIM execution plans and coordinate design across disciplines to ensure timely and efficient delivery of information.
- Manage client review processes and ensure all contractually obligated actions are tracked and completed.
- Oversee regional design team performance, supporting their development through coaching, mentoring, and regular reviews.
- Work collaboratively with other Regional Design Leads to maintain a consistent, high-standard approach across the business.



About You:

The ideal candidate will bring a track record in successful design management within a construction environment, demonstrating a balanced approach between optimal design, buildability, and commercial considerations. A clear communicator with exceptional leadership and mentoring skills, you will drive team development and client satisfaction through innovative solutions and cross-functional collaboration.

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, market-leading employee referral 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 six regional offices in 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.

Our team of experts rises to every challenge, we are proactive problem solvers, and collaborate every step of the way, ensuring our customers have a smooth experience.