



BUILD YOUR CAREER IN ENGINEERING

Everything you need to know
about becoming part of Pinnacle

PINNACLE
CONSULTING ENGINEERS

OUR PURPOSE

Why we do what we do

WE BUILD BETTER LIVES

We do this by:

SETTING THE STANDARD OF INTELLIGENT INNOVATION

DEVELOPING A SUSTAINABLE ENGINEERING COMMUNITY TO CREATE A LEGACY FOR ALL

BUILDING THE INFRASTRUCTURE WEALTH OF THE WORLD THAT ALLOWS SOCIETY TO GROW

Our three steps for success



EXPLORE

Explore to understand



CREATE

Create to solve



REALISE

Realise the value

DRIVING GLOBAL GROWTH

Why you should consider a career in engineering

Construction design engineering is a fast-paced, progressive industry that underpins societal growth.

It's integral to everything we do – and a great career choice with excellent long-term career prospects.

Civil and structural engineering shapes the world around us in so many ways, from the design and construction of our infrastructure to the push for improved sustainability.

From houses and roads, to shops and offices, to sports centres and schools, to bridges and power stations – none of the services you rely on exist without the work we do.

As design engineers, it's not all hard hats and high-vis either – and there are plenty of essential, non-technical roles too, that keep progressive businesses like Pinnacle ticking.

With various routes into the industry – including apprenticeships and graduate opportunities – there's never been a better time to get involved.



13%

The amount of global GDP supported by construction

£100 billion

UK annual output value

6.6%

UK workforce jobs in construction

£7.1 trillion

global market value estimate

1.6 million

employed in the UK

15%

of UK civil engineers are female

5.8% growth

predicted annually to 2030

20 million

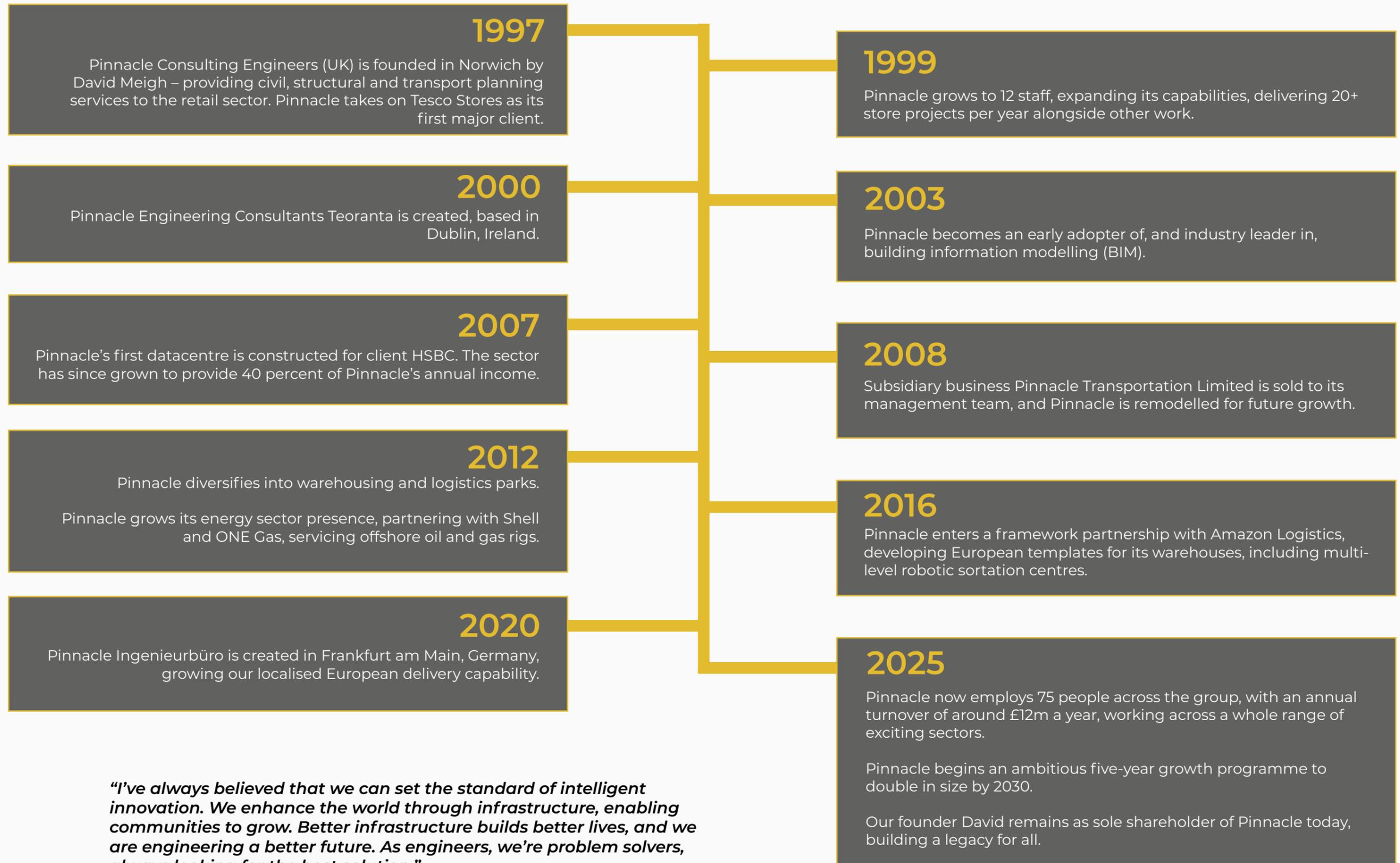
employed globally

30%

of global CO₂ emissions linked to construction

OUR STORY

Setting the standard of intelligent innovation



"I've always believed that we can set the standard of intelligent innovation. We enhance the world through infrastructure, enabling communities to grow. Better infrastructure builds better lives, and we are engineering a better future. As engineers, we're problem solvers, always looking for the best solution."

David Meigh, Founder and Director

WHAT WE DO

Varied expertise that makes things simple

We are a leading provider of civil and structural engineering and construction consulting services – delivering on major projects around the world that underpin societal growth.

Our areas of expertise include:



Structural engineering design

Civil engineering design

Building Information Modelling (BIM)

Lead consultancy

Infrastructure design

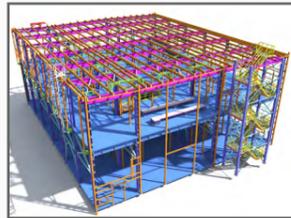
Engineering masterplanning

Due diligence, site feasibility, and planning advice

Flood management

Pre-development engineering

Transportation planning and highways design



SUSTAINABILITY AT OUR HEART

Through our **Net Zero from Stage Zero** approach, sustainability is baked into everything we do.

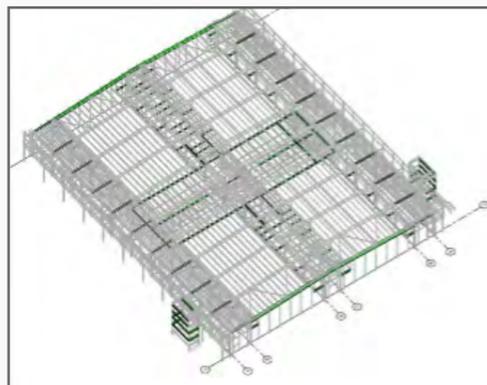
We provide intelligent engineering solutions that minimise environmental impact while delivering choice and value for clients.

Case study: Materials circularity in data centre design



20% steel tonnage savings

20-25% embodied carbon savings



Materials choice has a direct impact on a project's sustainability performance. Re-using components during construction can significantly improve the carbon life-cycle of a building.

One area with huge potential in data centres is the re-use of structural steel. Conventional steel production is very carbon and energy intensive – so we led Microsoft to pilot the use of reclaimed steel in its latest data centres.

We created detailed methodology – including auditing, testing, surveying, deconstruction, and structural principles – to guide the general contractor and demolition teams in reclaiming steel from an old existing building, incorporating it into the new structure.

HOW WE DO IT

The way we do business matters as well

OUR VISION

Engineering tomorrow's built environment

OUR MISSION

Engineering solutions meeting client needs today

OUR VALUES

Lead by example



We show the way – taking ownership, being solution-focused, maintaining professional excellence, and delivering what and when is needed.

Empower the individual



We give our people early responsibility, the confidence to make decisions, and trust them to do their jobs – supporting them to be the best they can be.

Be passionate



We love what we do and know that our work makes a positive difference in society. We advocate for progress and innovation, delivering for our clients.

Always ethical



We uphold high standards of governance, decision making, and transparency – all with a 'right first time' attitude. We own our mistakes and put them right.

Support the team



Together, we deliver professional excellence for partners and clients. We build each other up, succeed as a team, and celebrate our achievements.

OUR SECTORS

Applying our expertise in multiple markets

We are particularly known for our civil and structural engineering expertise in data centre design, energy, retail, and logistics – but we work in a wide range of sectors that are key to societal growth.



Technology, data, and robotics



Logistics



Energy



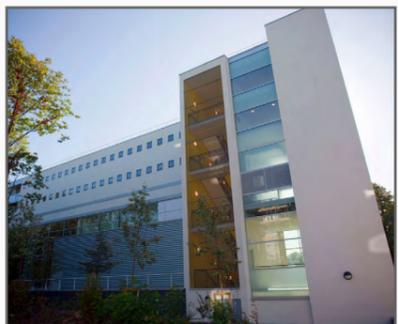
Health and pharmaceutical



Manufacturing



Infrastructure



Education



Retail and commercial



Residential

WHERE WE WORK

A European business with global reach

We have five fresh, modern office spaces that give us direct reach into rapidly growing markets, backed by local expertise and contacts.

We work collaboratively and agilely across our locations using the latest digital solutions to deliver projects all around the world.

This enables us to be creative and make each day different, delivering for clients' needs while supporting our people – giving the flexibility required in the modern workplace.

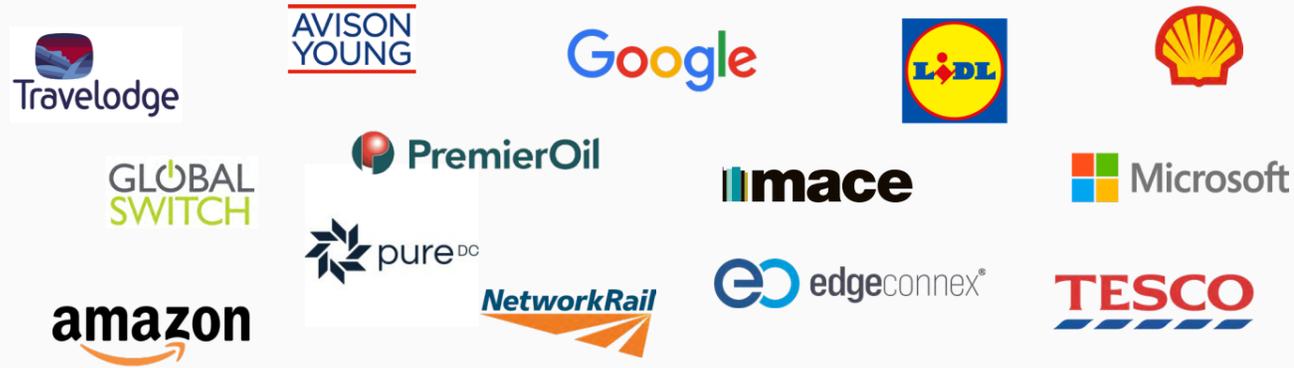
- Norwich, UK (head office)
- Welwyn Garden City, UK
- London, UK
- Dublin, Ireland
- Frankfurt am Main, Germany



WORLD-WIDE WORK

Global delivery of major projects

We help build better lives, delivering projects of social significance all over the world for big brand-name clients.



JOINING US

What you get

When you join Pinnacle, you can expect:

- A friendly and welcoming multicultural team
- A comprehensive reward package with upper quartile pay
- A wide range of great benefits applicable to the country you work in
- A roadmap for continuous progression and personal growth



OUR TEAMS

The business areas that underpin our work

The people in our business work in four broad areas:



CIVIL ENGINEERING

Designing everything about how a site and the ground is prepared to be ready to build.



STRUCTURAL ENGINEERING

Designing all the elements of the building itself, from the foundations upwards.



ENGINEERING TECHNICIANS

Using 3D modelling to visualise our engineering designs, bringing them to life for clients.



BUSINESS SUPPORT

Our hugely important 'back office' functions which keep the business ticking, including finance, human resources, marketing, document control, IT, and business admin.

BUILD YOUR CAREER WITH US

What you can expect

You'll work collaboratively across borders, making a real and immediate difference.

Whatever job role you are interested in, we have a clear roadmap for your development and progression – giving you clear sight of how you can grow and achieve with us.

Junior colleagues are client-facing early on. You'll get a rounded introduction to Pinnacle before settling into your area of expertise.

If additional responsibility spurs you on, there is the opportunity to define your next position and evolve into it.

Wherever your passions and aspirations lie, we've got a role for you, and we'll help you get there.

- We promote talented people early
- Our people progress into senior roles
- We recognise and reward good work

We typically recruit roles in:

- Civil and structural engineering
- 3D modelling and BIM
- Technical excellence
- Project management
- Team leadership
- Business development
- Finance and commercial
- Operations and IT
- AI and innovation
- Marketing and communications
- Sustainability





ZUZANNA TOWAREK
DIRECTOR
PINNACLE GERMANY

Zuzanna joined Pinnacle as a graduate structural engineer in 2016 - and now heads our Frankfurt office.

"Before graduating, I put a lot of thought into what sort of company I would like to work for. At Pinnacle, I found myself working in a great team and received valuable training tailored to my skills and knowledge, enabling quick progression into a senior role within the business."

Zuzanna took the opportunity to establish and lead our German team in 2020, with responsibility for growing Pinnacle's European reach and presence.

APPLY TODAY!

If you're interested in a career at Pinnacle, please email your CV and a covering letter to:

careers@ukpinnacle.com

and our recruitment team will be in touch.

Professional bodies

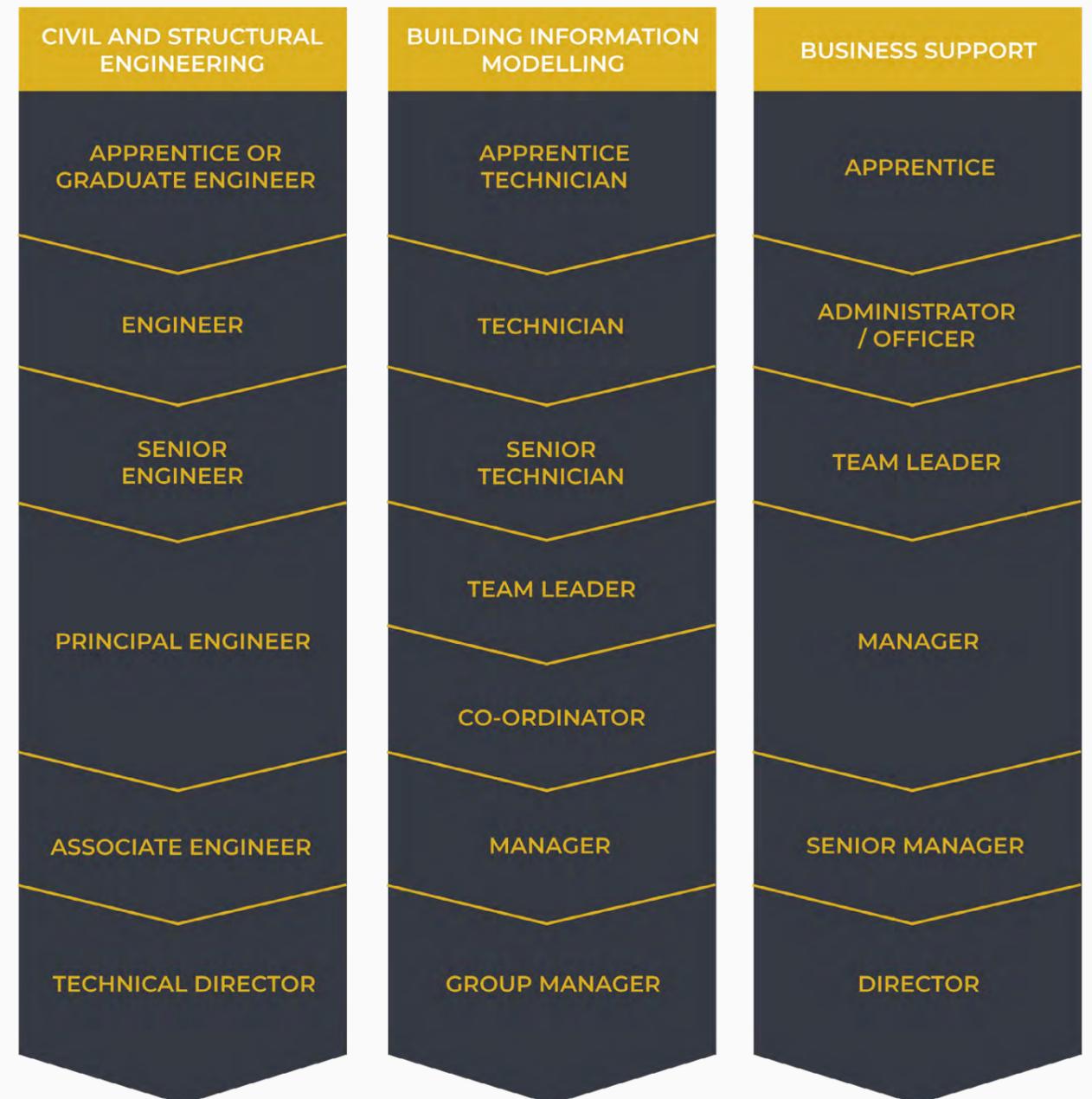
We are proud to partner with external organisations such as the Institution of Civil Engineers (ICE) and Institution of Structural Engineers (IStructE).

We are an ICE Training Scheme Approved Employer, accrediting our technical training and development as some of the best around in the industry.



YOUR WAY FORWARD

Clear career pathways that support your development



CAREER SPECIALISM

TECHNICAL EXPERT	TECHNOLOGY AND INNOVATION
PROJECT MANAGEMENT	RESEARCH AND DEVELOPMENT
BUSINESS DEVELOPMENT	SUSTAINABILITY

MEET THE DIRECTORS

Leading by example



DAVID MEIGH
FOUNDER AND DIRECTOR

David founded Pinnacle in Norwich in the 1990s. He remains as sole owner today.



ED COUPE
DIRECTOR

Ed has worked for Pinnacle for over 25 years. He primarily leads our data centre projects.



SUZANNE SCARLETT
FINANCE DIRECTOR

Suzanne sets financial strategy for Pinnacle and its subsidiaries, PCE, PECT and the Ingenieurbüro.



CHERYL DUALE
GROUP PEOPLE DIRECTOR

Cheryl leads our people and organisational strategy, building a culture that is inclusive, engaging, and human.



JAMES MAYER
GROUP BUSINESS
DEVELOPMENT DIRECTOR

James has worked for Pinnacle for over 20 years. He leads our Ireland office, nurtures client relationships, and explores business opportunities.

WHAT OUR PEOPLE SAY

Hear what it's like to work here

Our people care passionately about what they do. Watch these short videos to hear firsthand from a selection of our employees about why they love engineering, what motivates them personally to succeed, and what they think makes Pinnacle a great place to work.

FIND YOUR MOTIVATION



WHY YOU SHOULD JOIN



OUR COMMUNITY

Our people are the heartbeat of the business



We know our people are the foundation of our success. That's why we keep sharp focus on magnetising top talent, unleashing employee potential, and developing future-ready leaders who will take Pinnacle forwards with purpose.

But what does this mean?

- Led by our values, we support each other to achieve, empowering our people with early responsibility and trusting them in their roles
- We invest in your professional development, enhancing your skills and knowledge, ready for whatever career pathway you take
- We make sure your voice is heard and acted upon - gathering your feedback and ideas through employee opinion surveys, staff forums, working groups that shape policy and process, and more
- We involve you in business strategy, maintaining open dialogue with the leadership team about company goals and business performance
- We help you build your own professional profile with our clients and within the wider industry



INVESTORS IN PEOPLE®
We invest in people Silver

"Silver accreditation is a remarkable effort for any organisation, and places Pinnacle in fine company with a host of organisations that understand the value of people."

Paul Devoy, CEO of Investors in People



ENVIRONMENTAL, SOCIAL AND GOVERNANCE

Our wider role in society

The nature of the sectors we operate in - in logistics, data, energy, and other major infrastructure areas - means the work we do is fundamental to modern life, helping society to thrive.

Our work has tangible real-world impact - and with that comes responsibility. That's why environmental sustainability and ethical business practice runs through everything we do, including:

- Researching and leading the adoption of sustainable construction practices
- Producing civil and structural designs with whole-site impact in mind
- Advising clients on the best ways to cut carbon in their projects
- Setting out clear corporate social responsibility principles that guide our work
- Keeping our own house in order by annually benchmarking our environmental impact
- Supporting an employee network of Green Champions who help lead our sustainability efforts



COMMUNITY GOES BEYOND WORK

We also want to make sure we benefit the local, regional, national and international communities we live and work in.

Our balanced community programme aims to help in as many ways as possible, bringing our people together to deliver positive social impact, including:

- Schools outreach
- Scholarships and study bursaries
- STEM careers events
- Matched fundraising for charities
- Paid time off to volunteer
- Pro-bono engineering



Our volunteering scheme is especially impactful, enabling our people to support causes close to their heart while developing additional skills.

Previous beneficiaries have included housing associations, cadet groups, schools, industry bodies, and cancer charities. Who will you choose to support if you join us?

NORWICH

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Email: norwich@ukpinnacle.com

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WELWYN GARDEN CITY

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