

Job Description: **Graduate Sustainability Engineer**

About Bennett Freehill

Bennett Freehill is a forward-thinking Building Services Engineering Consultancy recognised for its pioneering approach to mechanical, electrical and specialist sustainability design. We are committed to delivering high-performance, low-carbon buildings, with expertise spanning Passivhaus, BREEAM, NZEB and Net Zero Carbon.

Our multidisciplinary design services support pioneering projects across the UK and Ireland, including the award-winning South West College Erne Campus - the world's first educational building and currently the largest building to achieve Passivhaus Premium certification. Our portfolio also includes Weavers' Hall purpose-built student accommodation for Queen's University Belfast, the first certified Passivhaus PBSA development in Belfast and the largest certified Passivhaus project on the island of Ireland, as well as the DAERA Headquarters and the redevelopment of CAFRE's Greenmount and Loughry campuses, designed to achieve Passivhaus Premium and BREEAM Outstanding standards.

We are focused on creating a fun and rewarding environment for our team, allowing us to nurture and retain the most dynamic and technically accomplished talent in the industry. Our team is focused on creating innovative and sustainable mechanical and electrical design and continuing the practices legacy of growing through a combination of repeat business and client recommendations.

We have been recognised as an employer of choice:

- 2026 Belfast Telegraph Business Awards - SME Employer of the Year Highly Commended
- 2025 Irish News Workplace & Employment Award Winner - Best Employee Development Programme SME
- 2023 Irish News Workplace & Employment Award Winners - Best Place to Work SME and Best Wellbeing in the Workplace Strategy SME

The Role

We are seeking an experienced **Graduate Sustainability Engineer** to join our team and support our growing sustainability engineering team and deliver first class engineering on time and on budget. This is a full-time role based in our Belfast office.

Responsibilities

- Support the Sustainability Engineering team in delivering high-quality, low-carbon building solutions
- Undertake building performance analysis and sustainable engineering design activities in line with project requirements
- Contribute to energy assessments, sustainability strategies, technical reports and environmental assessments
- Follow Bennett Freehill's design processes, procedures and quality standards
- Collaborate with multidisciplinary design teams to deliver coordinated solutions on time and within budget

- Keep up to date with relevant legislation, industry standards and emerging sustainability practices

Qualifications and Technical Knowledge

- A degree in Building Physics, Energy Engineering, Building Services Engineering or a related discipline
- Up to two years' relevant experience in building physics, sustainability or building services engineering
- A sound understanding of your core engineering discipline and the role of sustainability and environmental engineering within a multidisciplinary design team
- An awareness of the other engineering disciplines involved in designing the built environment
- Understanding of building energy simulation and compliance modelling, with knowledge or experience of using SBEM and/or ApacheSim Compliance within IES Virtual Environment (IESVE)
- Knowledge of UK Building Regulations and relevant CIBSE, British and European standards
- Familiarity with dynamic thermal modelling and building performance analysis, ideally using IES VE
- An understanding of Part L compliance, EPC assessments and relevant software, such as IES, Elmhurst or NHER
- Knowledge of passive design principles, energy efficiency and low-carbon building design
- Competence in Microsoft Office applications

Skills and Attributes

- Eligible to work in the UK and Ireland
- Strong analytical and problem-solving skills, with the ability to contribute to informed design decisions
- Clear written, verbal and visual communication skills
- A proactive, organised and adaptable approach to work
- The ability to prioritise competing demands and meet project deadlines
- Strong interpersonal skills and the ability to build effective relationships with colleagues, clients and wider project teams
- The ability to work effectively both independently and collaboratively
- An openness to new technologies and working methods, supported by a commitment to continuous professional development.

Desirable Experience

- A BREEAM qualification or working knowledge of BREEAM and other environmental assessment methods
- Experience using Revit
- Experience preparing energy strategies, thermal comfort assessments, daylight analysis, low and zero-carbon technology reports, Part L assessments and EPC reports



- Knowledge of embodied carbon assessments, whole-life carbon appraisals, circular economy principles and low-carbon materials
- Familiarity with WELL or other health and wellbeing standards
- Experience undertaking renewable energy feasibility studies

Benefits

- Paid training and career development: we work with you to reach your career goals
- Flexible working environment: we operate on a Flexitime policy meaning you can work the hours that suit your lifestyle, work from home 2 days a week and finish from 1pm on a Friday
- Healthcare benefits
- 34 days holiday
- Competitive employer pension scheme
- Sports, social and wellbeing committee that organise fully funded events in and outside of work
- Employee wellbeing scheme
- Free on-site car parking

Apply today

Please send your CV and cover letter to careers@bennettfreehill.com telling us why you're the best person for this role at Bennett Freehill. Feel free to contact our Managing Partner Cormac Freehill or Business Development Manager Lisa Thomson for an informal conversation T: 028 9076 0050.

Bennett Freehill is an Equal Opportunities Employer.

Please complete the **Fair Employment Monitoring Questionnaire** and send it with your CV and cover letter when applying.