

Graduate Mechanical / Process Engineer

Company: Lagan MEICA Ltd (part of Lagan Specialist Group)
Job Type: Full-Time – Permanent
Location: Balsall Common (Travel were required)

About us

Established over 60 years ago in Belfast, Lagan Specialist Group is a leading, family-owned business that continues to grow, employing over 650 people across the UK, Ireland and internationally. The Group's strength lies in its diverse range of business units and sectors, positioning it at the forefront of traditional construction and engineering, with a strong focus on innovation and new technology.

Lagan MEICA is a leading provider of process, mechanical, electrical and automation engineering services, specialising in the design, installation and commissioning of new-build water and wastewater treatment plants. As a business, we continue to grow and are delivering an increasing number of exciting, state-of-the-art projects.

Role overview

This is an excellent opportunity to begin your engineering career within a dynamic Mechanical, Electrical, Instrumentation, Control & Automation (MEICA) environment, primarily supporting projects in the water and wastewater sector.

As part of a multidisciplinary team, you will gain hands on experience across the full project lifecycle including design, procurement, installation, and commissioning, while working towards professional accreditation (e.g. IMechE, MIET).

Why this role stands out

- Work on essential infrastructure projects across water and wastewater sectors.
- Gain hands-on experience across design, site delivery, and commissioning.
- Be supported through a clear graduate development pathway.

What you'll do

Some of your main duties will include:

Project Delivery

- Support the delivery of engineering packages in line with project schedules and milestones.
- Assist in the review and coordination of drawings, models, and technical specifications.
- Monitor installation progress and report on performance against programme targets.
- Attend site meetings, design reviews, and coordination workshops.
- Assist with commissioning, testing, and project handover activities.
- Maintain accurate and up-to-date project documentation.

Design, Engineering & Technical Support

- Contribute to the development of mechanical and process designs in accordance with project requirements.
- Review designs to ensure buildability, efficiency, and cost-effectiveness.
- Support value engineering initiatives and identify opportunities for improvement.
- Coordinate with CAD/BIM teams to deliver accurate and compliant design outputs.
- Review supplier and subcontractor technical submissions.
- Provide technical support to site and construction teams.

What you'll do (continued)

Health, Safety, Environment & Quality (HSEQ)

- Support compliance with Health & Safety legislation and CDM Regulations.
- Assist in preparing and reviewing risk assessments and method statements.
- Promote a strong health and safety culture across all activities.
- Identify and report risks, hazards, and near misses.
- Ensure designs consider and mitigate safety risks prior to construction.
- Participate in quality inspections, audits, and assurance processes.

Commercial, Procurement & Reporting

- Assist in obtaining and evaluating supplier and subcontractor quotations.
- Support the preparation of tender documentation and cost estimates.
- Help prepare technical specifications for procurement packages.
- Raise and manage purchase orders using internal systems.
- Assist the commercial team with cost monitoring, variation management, and reporting.
- Maintain accurate commercial and project records.

Collaboration & Professional Responsibilities

- Work collaboratively with project managers, engineers, and site teams.
- Liaise with other engineering disciplines, designers, and subcontractors.
- Communicate technical information clearly to internal and external stakeholders.
- Participate in training and development programmes
- Work towards achieving professional accreditation (e.g., IMechE, MIET)
- Support a culture of teamwork, innovation, and continuous improvement.

Our values

Our values are important to how we run our business. We have been awarded *Platinum Investors in People* in recognition of our people management practices and investment in learning and development.

We are therefore looking for candidates that can demonstrate behaviours in line with our core values and continue with our culture of putting people first:

- Trust
- Respect
- Caring
- Open & Honest
- Safety
- Fun

What you'll bring

As a Graduate Mechanical / Process Engineer, it is essential to have:

- Degree in Mechanical/Chemical/Process/ electrical (or equivalent qualification).
- Strong communication and teamwork skills.
- Strong organisation skills, eagerness to learn and use initiative.
- Willingness to travel to project sites across the UK & Ireland.
- Full, valid driving licence, that permits driving in the UK.

It would also be desirable to have:

- Knowledge of Health & Safety and CDM regulations.
- Exposure to water or wastewater projects.
- Familiarity with CAD/BIM tools.
- CSR/CSCS card (or willingness to obtain).
- Experience or placement within engineering or construction environments.

How we'll reward you

In return, we offer a competitive salary plus we'll provide a wide selection of lifestyle offers, development and learning programmes, services and support designed to help you manage and balance your work/life priorities.

Our Core Benefits include:

- Generous Holiday Allowance, that increases in each of your first five years' service
- Ability to purchase additional days of leave
- Car Allowance
- Salary Sacrifice Pension – contributions are deducted before tax
- Discretionary Bonus Scheme, paid biannually based on Individual and Company Performance
- Paid Membership fees of a relevant Institution or Professional Body
- Life Assurance Plan – four times annual salary
- Health Cash Plan – discounted optical, dental, physio and other health & wellbeing services
- Cycle to Work Scheme – spread the cost and save on a new bike or cycling equipment
- Company Gym at our Head Office in Belfast, free for all employees to use
- Gym Membership Discount for use at other gyms
- Biannual Professional Development Planning
- Enhanced Maternity/Paternity Pay
- Enhanced Sickness Pay
- Additional Day of Leave to support your choice of volunteering activity

To apply for this post please submit a copy of your CV to recruitment@laganscg.com.

We wish you every success in your application.

LAGAN SPECIALIST GROUP ARE AN EQUAL OPPORTUNITES EMPLOYER – We will not discriminate against anyone on the grounds of Sex, Pregnancy or maternity, Gender reassignment, Marital or Civil Partnership status, Religious or other similar philosophical belief, Political Opinion, Racial group, Sexual orientation, Disability or Age.

JOB DESCRIPTION