

LEAD FLOOD RISK CONSULTANT / HYDROGEOLOGIST SUB SURFACE CONSULTANTS

At Sub Surface, we are committed to **building better from the ground up.**

Established in 1972, Sub Surface is a nationally recognised company in ground investigation, geotechnical, and environmental services. With offices across the North West (Head Office), North East, Midlands, and South East, we take pride in delivering high-quality data and practical, reliable solutions that support our clients in managing risk and delivering safe, sustainable development.

The Opportunity

We are seeking a Senior / Principal Flood Risk and Drainage Consultant or Hydrogeologist to lead and grow our flood risk and drainage capability from our Head Office in Preston.

This is a key role within the business, offering the opportunity to establish, develop, and manage a dedicated team while delivering a wide range of flood risk and drainage projects across multiple sectors.

You will take ownership of project delivery, client relationships, and business development, helping to shape and expand this area of the consultancy. The role comes with an **attractive salary and a 20% profit sharing bonus scheme** from the sector with no limits to your earnings.

Why Sub Surface?

We offer more than a role. we offer the opportunity to grow within a business focused on continuous improvement and long-term success.

- Opportunity to lead and develop a specialist service area
- 20% profit sharing bonus scheme with no upper limit
- Exposure to a wide range of technically challenging projects
- A supportive and collaborative working environment
- A culture built on quality, reliability, and practical problem-solving

The Role

As the lead Flood Risk and Drainage Consultant or Hydrogeologist, you will be responsible for the delivery of flood risk and drainage projects from tender through to detailed design.

Key responsibilities include:

Technical Delivery

- Preparation of Flood Risk Assessments
- Development of outline and detailed SuDS designs
- Undertaking Sequential and Exception Tests
- Hydrological and hydraulic modelling to assess flood risk and drainage performance
- Providing practical mitigation strategies to support safe development
- Ensuring compliance with relevant planning and environmental regulations

Project & Client Management

- Managing projects from inception through to completion
- Preparing fee proposals and supporting commercial decision-making
- Building and maintaining strong client relationships
- Coordinating with internal teams, clients, and external stakeholders
- Ensuring quality and accuracy of all deliverables

Business Growth & Leadership

- Leading and developing the flood risk and drainage service offering
- Supporting marketing and business development activities
- Identifying opportunities to expand the consultancy's capabilities
- Mentoring and supporting the development of junior staff

What we're Looking For

We are looking for an experienced and commercially aware professional with the capability to lead projects, build client relationships, and grow a specialist team.

Essential:

- Degree in Hydrology, Civil Engineering, Environmental Engineering, or a related discipline (BSc/BEng/MSc/MEng)
- Minimum 6 years' UK experience in a flood risk and drainage consultancy
- Strong technical knowledge across flood risk assessment and drainage design
- Experience in hydrological and hydraulic modelling
- Ability to manage projects and deliver high-quality outputs
- Strong communication and client-facing skills
- Full UK driving licence

Desirable:

- Chartered status (CIWEM or equivalent), or working towards
- Experience in team leadership or mentoring
- Commercial awareness and experience in fee proposal preparation



Working Arrangements & Benefits

- Full-time role – office based (Preston)
- Monday to Friday (8:30am – 5:00pm, 37.5 hours per week)
- 24 days annual leave plus bank holidays
- Competitive Salary + 20% profit sharing bonus scheme from the sector
- Annual salary review
- Free office parking
- Sick pay

Our Approach

At Sub Surface, we combine technical expertise with a practical, solution-focused mindset. We work closely with our clients to understand their needs and deliver outcomes that are safe, economical, and sustainable.

We are committed to continuous improvement in everything we do, from how we deliver projects to how we develop our people.

Apply

We are a collaborative and supportive team focused on delivering high-quality outcomes and developing our people.

If you are ready to take a leading role in shaping and growing our flood risk and drainage services, please send your CV and current salary details to:

careers@subsurface.co.uk

(Use the job title and your name as the email subject)

For more information, visit: www.subsurface.co.uk

