

A modern office interior featuring a long black table with several orange chairs. The ceiling has exposed ductwork and large circular light fixtures. In the background, there are glass partitions and people working at desks. A large potted plant is visible on the left side of the frame.

CUNDALL

Your career at Cundall


Our purpose

Cundall exists to create:

The best opportunities for our people and sustainable solutions for the planet

Cundall is a global, independent, multi-disciplinary consultancy delivering sustainable engineering and design solutions across the built environment. Thought leadership is a key element of our business.

Innovation isn't about being different for the sake of it, but being different when the project requires it.

 Click on the web icon shown in this document to link through to more information on Cundall.com



Every day, Cundall people apply themselves to the challenging and inspiring task of helping communities navigate the transition to a decarbonised future. This is a huge, global task that we will achieve the same way one might train for and run a marathon - one step at a time.

People are at the heart of what we do, both the brilliant minds from around the world who collaborate to imagine and invent solutions, and the human beings who are served by the buildings, places and infrastructure we create.

Becoming part of Cundall means serving a larger purpose grounded in values of inclusivity, ethical responsibility, and stewardship of this blue-green marvel we all call home.

Carole O'Neil
Managing Partner

What we do

Cundall was founded in Newcastle in 1976. Our goal has always been to work with like-minded clients and project partners to create and deliver design solutions that exceed expectations.

At Cundall, our reputation is built on exceptional client service, a commitment to continuous professional growth, and investing in the future.

Our people are our greatest strength - driven by professional integrity and a passion for what they do. We empower our team with responsibility, foster creativity, and create space for bold ideas to flourish. This dynamic and inclusive approach, combined with our enthusiasm for collaboration, enables us to push boundaries and deliver the best solutions for our clients.

Our global services

- Acoustics
- Air Quality and Odour
- Audio Visual (AV)
- Building Automation
- Building Performance Services (BPS)
- Building Services Engineering
- Civil Engineering
- Construction Design and Management
- Consultancy
- Digital Engineering
- Fire Engineering
- Geotechnical and Geoenvironmental
- Health, Wellbeing and Productivity
- Information Technology
- Lighting Design
- Planning
- Power
- Security
- Smart
- Structural engineering
- Sustainability
- Transportation
- Vertical Transportation

Our global sectors

- Aviation
- Data Centres
- Global Corporate Real Estate
- Government
- Healthcare and Life Science
- Higher Education
- Hotels and Hospitality
- Infrastructure
- Masterplanning and Urban Design
- Mixed-use
- Residential
- Retail and Placemaking
- Schools and Colleges
- Sport and Leisure
- Workplace



"At Cundall, we pride ourselves on being a global, independent, multi-disciplinary consultancy delivering sustainable engineering and design solutions across the built environment."



Fiona Wallace
Global HR Director

International practice with a local touch

Since Cundall was established in 1976, our reputation has been built on the foundations of client service, continuous professional development and investment in the future.

UK & Ireland	MENA	Asia	Australia
Belfast	Doha	Bengaluru	Adelaide
Birmingham	Dubai	Chennai	Brisbane
Bristol	Riyadh	Hong Kong	Melbourne
Dublin		Manila	Perth
Edinburgh	Europe	Malaysia	Sydney
Glasgow	Bucharest	Shanghai	
London	Frankfurt	Singapore	Associated offices
Manchester	Madrid		Denmark
Newcastle	Warsaw		Netherlands
	Wroclaw		Sweden

Cundall stats



29
Locations globally



Established in
1976



1200+
People worldwide



Projects delivered in
50+
Countries



500+
Awards won



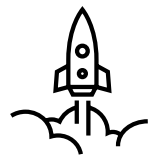
All projects will be
net zero carbon by
2030

CUNDALL

Vision and values

Our vision guides our activities, and our values lie at the heart of everything that we do.

At Cundall, we are proud to be internationally recognised and respected for our impact on improving the built environment - both physically and socially. We collaborate with like-minded clients on exciting, challenging projects, delivering sustainable solutions that exceed expectations. Our commitment to excellence drives us to attract, nurture, and empower the most dynamic talent. This commitment to innovation and quality continues to shape who we are and what we achieve.



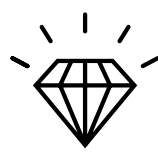
Our Mission

- Provide great opportunities for our people
- Create fantastic built environments
- Positively impact our communities



Our Vision

- Agents of change for a sustainable world
- The best place for talent to grow and flourish
- Construction industry thought-leaders
- Everyone's favourite consultants



Our Values

- We are creative
- We collaborate
- We strive for excellence
- We behave with integrity

Diversity and inclusion

In April 2020, Cundall published their first diversity and inclusion strategy, “Valuing Diversity”, a comprehensive global approach to tackling inequalities in our business and industry that set out specific initiatives and clear metrics against which progress is measured.

At Cundall, we believe that fostering a diverse, equitable, and inclusive workplace is essential - not just for achieving our goals but for building a company where everyone feels they belong and can thrive. Our DEI strategy, *Valuing Diversity*, reflects our commitment to creating an environment where people do their best work and feel proud to be part of Cundall.

We take a holistic approach to DEI, focusing on empowering people and equipping leaders with the skills to foster inclusive, high-performing teams. By using meaningful data and ensuring fair, inclusive practices, we create opportunities for everyone. At the same time, we respect the cultural nuances of our global workforce, striking a balance between global consistency and local flexibility.

Central to our efforts are our Cundall Communities: Mosaic (Ethnicity and Culture), Prism (LGBTQ+), GAIN (Gender), and Divergent (Neurodiversity). These communities lead initiatives that foster collaboration, learning, and cross-cultural exchange while driving meaningful change across our organisation.

Leadership is essential to building an inclusive culture. Through tailored learning programs, we equip senior leaders with the skills to embrace diverse perspectives and drive innovation, while empowering managers to create equitable environments where teams can thrive.

Our commitment extends beyond Cundall. By partnering with schools, underrepresented groups, and industry stakeholders, we work to inspire and attract diverse talent, creating opportunities that make a lasting impact.

At Cundall, diversity is celebrated, inclusion is second nature, and everyone is empowered to succeed. Together, we're shaping a future where our people, culture, and business thrive.



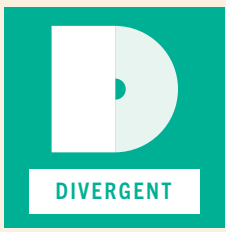
Gender Affinity and Inclusion Network



Ethnicity and Culture Network



LGBT+ Network



Neurodiversity Network

“Leadership is essential to building an inclusive culture. Through tailored learning programs, we equip leaders with the skills to embrace diverse perspectives and drive innovation, while empowering managers to create equitable environments where teams can thrive.”

Sustainability

Positioned at the forefront of sustainability in the built environment, we provide professional services from business level strategy through to building performance and design.

Our sustainability team provides holistic guidance at corporate, portfolio and building levels, across a range of sustainability principles. These include zero carbon, climate resilience, circular economy and supply chain, health and wellbeing, water conservation, biodiversity and social value.

We are committed to providing people with the knowledge, skills and enthusiasm to make a difference: in our homes, our offices, our projects, our industry and our community. Over the years, we have delivered many exemplar green buildings and have built up sustainable design expertise at the international level that is second to none.



Treehouse, Hong Kong, China © Ronald Lu & Partners



“Excellence is at the forefront of everything we do and as the world moves towards net zero carbon targets while facing more need for adaptation, I am excited to work with our experts and engineers on developing feasible and science-based solutions for both our business and our projects.”

Madlen Jannaschk
ESG Director

In 2023, we announced that by the end of this decade, we will only work on projects that meet our zero carbon design criteria. To monitor our progress towards our goal, we set an interim target of achieving zero carbon design criteria on 25% of our projects by the end of 2024.

Since setting the Zero Carbon Design 2030 goal, changes in how targets are set and how carbon emissions are measured and reported have occurred and these vary across the industries and regions we serve. Therefore, to clarify the actions required to achieve our goal, we have refined our milestones as follows:



ZCD2030 milestones refinement

Consultancy
Milestone 1
(December 2024)

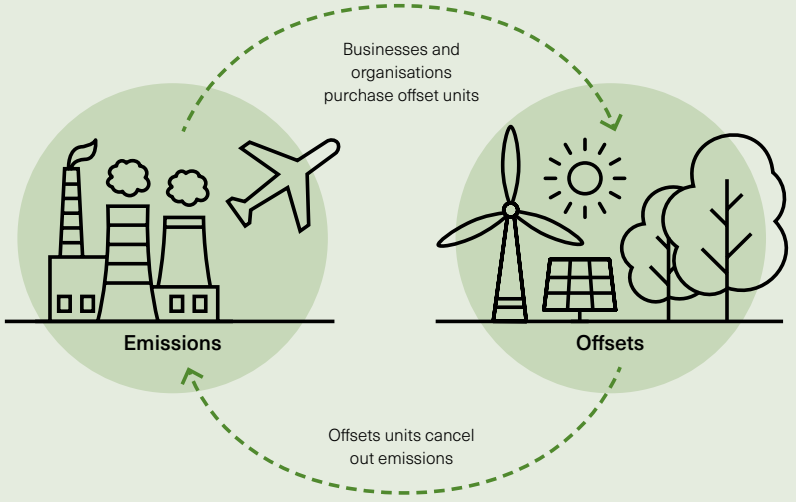
We will continue to provide discipline-specific carbon emissions reductions guidance for clients' consideration alongside Cundall's consulting scope.

Design
Milestone 2
(December 2027)

We will report on and meet science-based intensity targets for Cundall's designs.

Project
Milestone 3
(December 2030)

Our projects will meet our design criteria aligned with science-based targets.



“I think there is opportunity now, more than ever, for the construction industry to be creative, especially in facilitating low-carbon design solutions.”

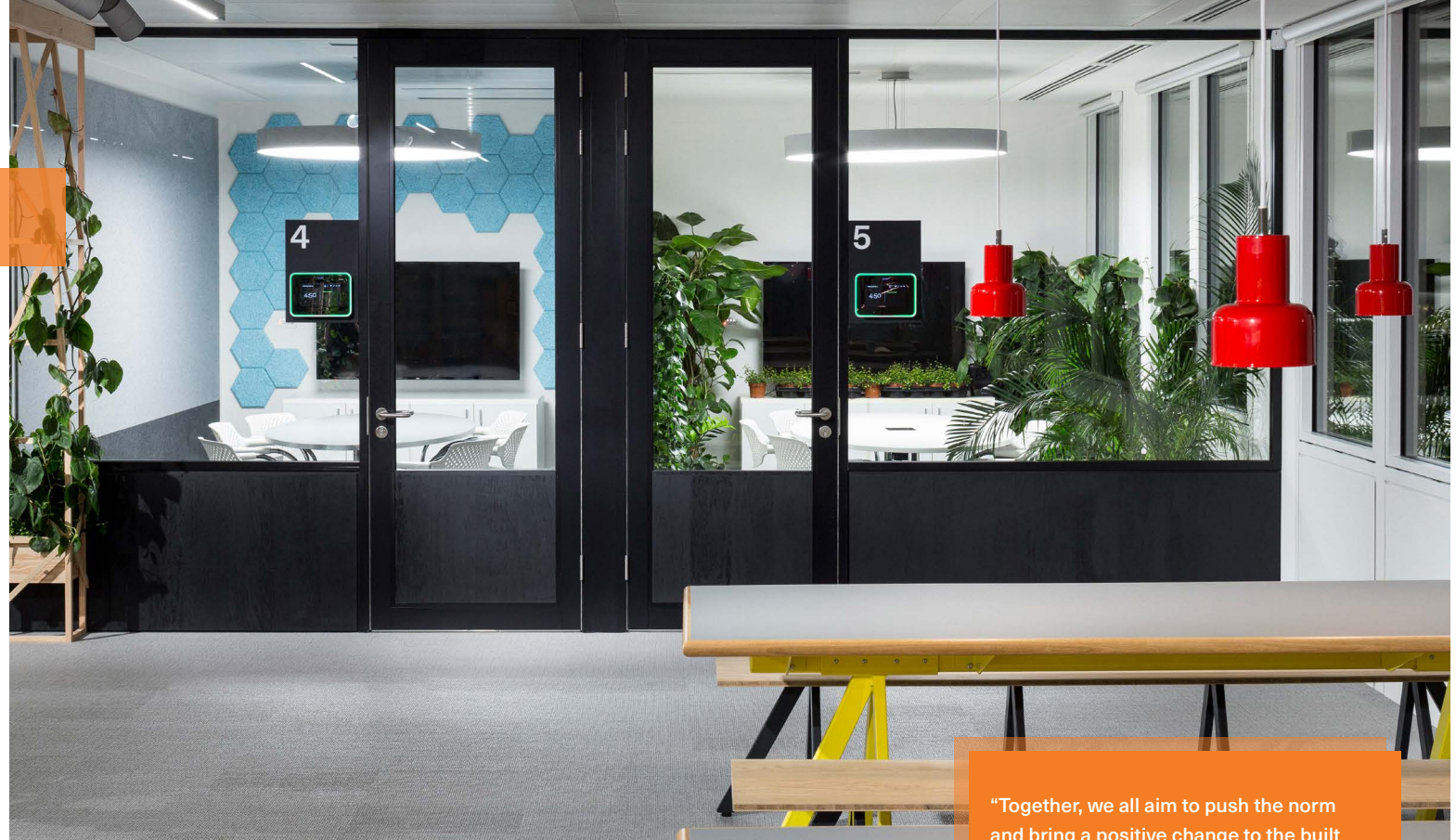
Sarah Linnell
Principal Engineer, Sustainability

The Cundall environment

The majority of us spend a large proportion of our lives at work so it's vital that we surround ourselves with a healthy working environment.

At Cundall, we take a lot of pride in what we do and we want our employees to feel inspired by the offices they work in. This is why we are able to offer modern, city-centre workspaces for all. Our workspaces have been renovated to provide our engineers with the opportunity to develop fit-outs that promote a creative, healthy and collaborative workspace.

One of our most notable fit-outs is for our office space in London. It's the first project in Europe to implement the WELL building principles to the design of the fit-out, putting the health and wellbeing of the occupants at the heart of the building design. The WELL Building Standard® is a performance-based system for measuring, certifying, and monitoring features of the built environment that impact human health and wellbeing, through air, water, nourishment, light, fitness, comfort and mind. The office has achieved a SKA Gold and BREEAM Excellent Ratings and is the first WELL Certified project in Europe.



We aim to create the most productive and rewarding working environment possible.

Our workplace culture is grounded in principles of sustainability, wellness, and inclusion.

We strive to create supportive environments and deliver initiatives shaped by employee engagement and feedback. These include community events, fundraising, social activities, sports, and more, all aimed at fostering connection and positive impact.



"Together, we all aim to push the norm and bring a positive change to the built environment. On a daily basis I am lucky to work with talented people, connect with interesting clients and add value through collaboration."

Olga Litkovets
Partner, Business Development and Marketing

Learning and development

At Cundall, fostering the growth and success of our people is key to building talent for the future.

We believe that it is the commitment, talent and motivation of our people that are key to delivering success and we are keen to ensure that our approach to learning and development supports the needs of both the business and the career aspirations of our people. Therefore, we are committed continuously investing in our people to ensure the ongoing success of all.

As well as structured programmes for those at the beginning of their careers and wishing to pursue Chartership, we support a range of in-house and external professional development activities for everyone. We offer a range of training and development opportunities from technical and skills training through to training leading to a professional or academic qualification. If you've got the potential, we'll help you achieve it.

Our leaders are pivotal in creating and maintaining a high performance culture. Our Elevate Management Development has been designed to take a blended approach to help embed high quality management routines to drive high performance culture.



"We recognise the key role our leaders play in creating and sustaining a high-performance culture. The introduction of our management development programme across the practice not only supports our managers but ensures they are well equipped to assist their team members with their career progression."



Joanne Chelton
Learning and Talent Manager

All participants are invited to attend a two-day workshop, a series of online interactive sessions and smaller coaching circles all intended to help embed the learning. Launched in 2023 the programme runs in all regions of the practice.

CSR

We are committed to running and growing our business sustainably, prioritising the wellbeing of our people. We believe that acting responsibly towards all our stakeholders - clients, employees, suppliers, and the communities we serve - is essential to our long-term success.

As well as our commitment to improving the built environment - physically and socially - we actively look for opportunities to improve the working lives of our staff and contribute to the wellbeing of the wider community. It is this commitment that lies at the heart of our approach to being a responsible business. For instance, every year staff from our various UK offices take part in a number of local community projects - the Edinburgh office took part in a beach clean-up, the London office provided assistance in developing a playground at Grow Wild's Somerville Youth and Play Provision, whilst the staff in the Newcastle office helped to improve the children's 'Secret Garden' area at St Oswald's Hospice.

Volunteering doesn't just take place in our UK offices; over in Sydney some of the staff have formed a band to take part in Cundall Rocks -



Collaborative Future Cambodia - Cundall, in partnership with UNSW and RAWImpact

a competition organised by 'Construction Rocks' which aims to raise money for families in Cambodia and young homeless people in Australia. A team from our Bucharest office took part in the 'Colour Run Topicolour' to help raise money for the non-profit organisations AIESEC and GROW.

We also place a large focus on inspiring the next generation. Our staff volunteer extensively with schools to provide mentoring and guidance to young people, encouraging them to pursue "STEM" subjects and to help broaden their understanding of engineering as a career path.

We are also committed to sharing our creative expertise with those around us through the use of modern day technology. For example, 'Cundall Conversations' the blog section of our website allows us to share our knowledge with individuals within the construction industry, building owners, occupants and the wider community.

The blogs vary widely in content and are written by a range of people that work at Cundall, from Partners and Directors who have been at the practice for over 20 years to our young

graduates, all seeking to share and discuss new ideas. They also represent a wide range of locations, bringing thoughts on local, national and global trends in the market.

We share a world. What we do in it, as engineers, will echo in our children's lives and down on through the years. Every day we create the future's history. How we shape it, is up to us. We must hold responsibility as second nature, in everything we do.

Employee benefits

We offer a variety of benefit arrangements across our business, tailored to each country's regulations, customs, and practices. No matter where you join us, you'll experience a rewarding career, a healthy work-life balance, and a positive work environment.

Aside from an industry-leading benefits package and a culture that embraces flexible working, we also like to think that we offer great social benefits too. The term 'all work and no play' isn't what we are about; opportunities to socialise with colleagues at team and office level are readily available, and our dedicated 'social fund' ensures you can choose from a wide range of social activities throughout the year. For instance, you could find yourself attending one of our popular office yoga-classes, going paintballing, go-karting, learning a new language or just enjoying some good food at a BBQ. Our social committee always aims to arrange events that appeal to a broad spectrum of individuals, so there will always be something to suit you!



"We provide tailored benefits, a fulfilling career path, and a supportive work-life balance within a positive and engaging environment. With hybrid working options and regular social activities, there's something for everyone."



Monika Pachla
Senior consultant, Acoustics

Projects

Xiamen Vanke Square, Xiamen, China © Vanke



14 Your career at Cundall

Projects delivered in Australia

OurPlace@RMIT QV, Melbourne © John Gollings

“Putting people at the heart of design decisions has resulted in spaces that showcase the many benefits of ESD approaches.”



Nandini Phadnis
Senior Consultant, Sustainability



OurPlace@RMIT QV
Melbourne, Australia

Teaching by example with a workspace that respects Indigenous culture and demonstrates exemplary environmental stewardship.

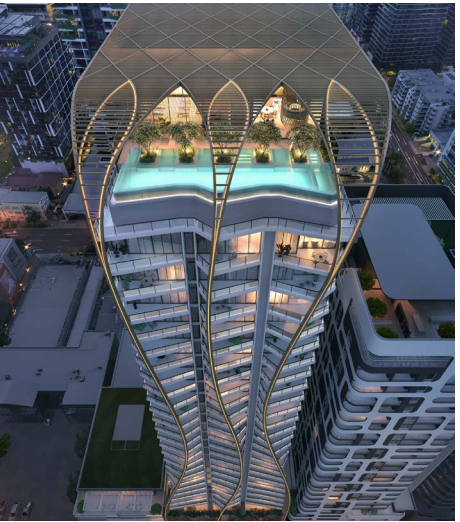
Imagery © John Gollings



Sustainable Buildings Research Centre (SBRC)
University of Wollongong, Wollongong, Australia

The first Australian building to achieve Living Building Challenge certification and a living laboratory for sustainability.

Imagery © Richard Glover



Upper House by Aria
Brisbane, Australia

One of Brisbane's tallest residential towers featuring dramatic architectural flourishes and enhanced building performance standards.

Imagery © Aria, Koichi Takada Architects, Binyan Studio



DHA Fremantle, Liv Apartments
Perth, Australia

The building attained its target certification against the One Planet Living (OPL) program, as well as meeting its target 4-Star Green Star.

Imagery © Hassell



Arkadia
Sydney, Australia

Taking a biophilic approach to medium density with low carbon living in the inner city of Sydney.

Imagery © Tom Ross



Royal Adelaide Hospital
Adelaide, Australia

The New Royal Adelaide Hospital combines biophilic design, sustainability and technology to deliver state-of-the-art patient treatment facilities.

Imagery © Mark Zed



Projects delivered in the United Kingdom

The Ribbon, London, United Kingdom © Orms

"The Ribbon is a leading example of high quality office, retail and leisure space in London's West End. It was a great project to work on and it is always fantastic working with Orms."



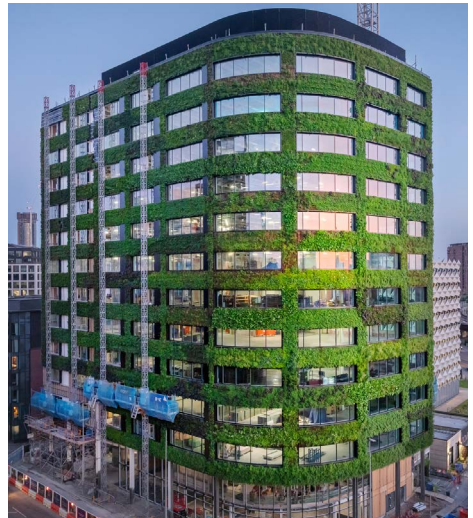
Alan Fogarty
Partner, Sustainability



The Ribbon
London, United Kingdom

A world class office headquarters building of 80,000sqft (7500sqm) on London's famous Oxford Street.

Imagery © Orms



Eden, New Bailey
Salford, Manchester, United Kingdom

New Bailey's first office building targeting NABERS UK rating.

Imagery © Simon Buckley / Muse



Curzon Wharf
Birmingham, United Kingdom

A £360million, net zero carbon ready project to rejuvenate an under-utilised area of Birmingham city centre.

Imagery © Woodbourne Group / Associated Architects



Google and YouTube, 6 Pancras Square
London, United Kingdom

Working in partnership with Google and AHMM to create one of the most flexible and adaptable office spaces.

Imagery © Google / AHMM / Timothy Soar



Eton College Sports and Aquatic Centre
Eton, United Kingdom

Redevelopment of Eton College's sporting facilities, providing its students with the highest quality amenities commensurate with the status of the college.

Imagery © Airey Spaces



Riverside Sunderland
Sunderland, United Kingdom

Major masterplan to redevelop the former Vaux Brewery, Farringdon Row and Sheepfolds areas creating new neighbourhoods in the heart of the city centre.

Imagery © Sunderland City Council



Projects delivered in MENA

The Storm Coaster, Dubai, United Arab Emirates © Emaar Entertainment



"This iconic project pushed us to truly challenge ourselves and showcase the power of digital engineering, creating a world-first for EMAAR Entertainment."

Lee French
Partner & Managing Director MENA



The Storm Coaster
Dubai, United Arab Emirates

A world first rollercoaster integrated directly into the structure of the building, pushing the boundary of all aspects of engineering design.

Imagery © Emaar Entertainment



Al Ain Mixed-use Development and Stadium Project
Al Ain, United Arab Emirates

The project has created a community around a stadium of 25,000 seats, providing a new home to Al-Ain Football Club and sports facility.

Imagery © Dennis Gilbert



The Mount
Muscat, Oman

Mixed use development nested in the mountains overlooking the city of Muscat.

Imagery © Perkins & Will



Lusail Light Rail Transit (LRT)
Lusail, Qatar

The Lusail Light Rail Transit (LRT) system provides a sustainable, state-of-the-art transportation network, serving the nineteen districts of New Lusail City.

Imagery © Hammad Iqbal



Museum of Islamic Art Renovation
Doha, Qatar

The Museum of Islamic Art in Doha was inaugurated in November 2008 and is considered as the symbol of the city and the pinnacle of Qatar's ambitious cultural status.

Imagery © KM Salih/Shutterstock



EY Dubai
Dubai, United Arab Emirates

EY's new home in Dubai International Financial Centre's (DIFC) new cutting edge, sustainability-focused building.

Imagery © altayerstocks

Projects delivered in Asia

Treehouse, Hong Kong, China © Ronald Lu & Partners

“Winning this design competition is an important milestone as it demonstrates what can be done, and what should be done, to help reduce our carbon footprint and live within the one planet we have - called Earth.”



Joe Tang
Partner & Managing Director Hong Kong



Treehouse
Hong Kong, China

Award-winning net zero carbon climate-adapted, biophilic workplace concept in Hong Kong featuring engineered timber to reduce embodied carbon.

Imagery © Ronald Lu & Partners



Xiamen Vanke Square
Jimen district, Xiamen, Mainland, China

Inspired design for the new master-planned mixed-use Xiamen North Station Vanke Square precinct.

Imagery © Vanke



Data Centre
South-East Asia

Adopting modern methods of construction to reduce capital expenditure, improve quality and efficiency.

Imagery © INGAmE



CURA
Ginza, Japan

Japan's first net zero commercial high-rise building equipped with onsite solar power and Grosvenor's first net zero development in APAC.

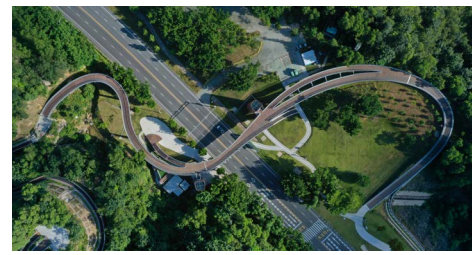
Imagery © Grosvenor Asia Pacific



Shenzhen New Cultural Centre
Futian, China

Rubik's Cube-inspired cultural and sports complex to compete in Shenzhen's architecture design competition.

Imagery © INGAmE



Zhuhai Banzhang Mountain Footbridge and Observation Tower
Zhuhai, China

A dramatic 625m long footbridge connecting the eastern and western mountains of the Banzhang Mountain Trail.

Imagery © Holmes Miller Architects



Projects delivered in Europe

PINEA Resort and Apartments, Pobierowo, Poland © AS Invest

"During the design process, our building services team was supported by the sustainability and acoustic teams to resolve the issues of excessive noise levels and air circulation."



Wojtek Stec
Partner, Sustainability



PINEA Resort and Apartments
Pobierowo, Poland

Luxury apartment and spa development with year-round restaurants and activities on site.

Imagery © AS Invest



Expo Business Park
Bucharest, Romania

High quality offices that offer excellent access to Bucharest city centre.

Imagery © Portland Trust



J8 Office Park
Bucharest, Romania

High-tech office with semi-public spaces, located in a high-density residential area.

Imagery © Portland Trust



Northern Sweden DC2
Luleå, Sweden

Being only 100 miles from the Arctic circle, the benefits of pursuing an RDDC design are reduced risk to programme and allowing construction of the modules in a tempered environment whilst controlling quality and cost.

Imagery © Lindman Photography



Clonskeagh Square
Dublin, Ireland

Located off the Clonskeagh Road in Dublin, Richview Office Park is a well-regarded purpose-built business park.

Imagery © Donal Murphy Photography



Mikołowska Office Centre
Katowice, Poland

An exciting, LEED Gold certified new office situated in the heart of Katowice on Mikołowska Street.

Imagery © Jems Architekci



CUNDALL

www.cundall.com

Asia Australia Europe MENA UK & Ireland

Designed and produced by Cundall graphics and marketing

