

BSE | FM Job Advert

Role: BMS Project Engineer / Controls Engineer
Contract: Permanent, full-time
Hours: 40 hrs per week, Monday to Friday
Location: Haywards Heath, Sussex – sites across London & Southeast
Working style: Office and Site Based
Salary: Salary is competitive and will be discussed through the recruitment process

The role

The BMS Project Engineer is responsible for the full lifecycle delivery of Building Management System (BMS) projects, from initial client engagement and business development through to design, manufacture, software engineering, commissioning, and final project handover. The role requires a combination of commercial awareness, technical expertise, and project management skills to develop tailored control solutions that meet client requirements and industry standards.

Acting as both a technical lead and client representative, the successful candidate will identify new business opportunities, prepare technical proposals and tenders, design and develop BMS hardware and software solutions, oversee installation and commissioning activities, and ensure the successful completion of projects. The role involves close collaboration with clients, contractors, consultants, and internal stakeholders to deliver high-quality, cost-effective solutions while maintaining strong customer relationships and supporting the continued growth of the business.

Key Responsibilities**Business Development & Client Management**

- Develop and maintain strong relationships with new and existing clients.
- Identify, pursue, and secure new business opportunities.
- Attend client meetings, site surveys, and project review meetings.
- Act as the primary point of contact throughout the project lifecycle.

Estimating & Tendering

- Review project specifications, drawings, and tender documentation.
- Develop compliant BMS solutions based on technical requirements.
- Prepare project estimates, quotations, and tender submissions.
- Assess project risks, costs, resource requirements, and delivery programmes.

Control Panel Design & Manufacture

- Design BMS control panels and associated field control systems.
- Produce panel layouts, wiring schematics, and component schedules.
- Assemble, wire, and test control panels in accordance with project specifications and industry standards.
- Conduct factory acceptance testing prior to installation.

Software Engineering & Graphics Development

- Design and develop BMS application software, control strategies, and system graphics.
- Configure controllers, networks, and communication protocols.
- Integrate third-party systems and building services equipment.
- Test, troubleshoot, and optimise system performance.

Installation & Commissioning

- Install BMS hardware and field devices where required.
- Commission control systems, plant interfaces, and network infrastructure.
- Carry out functional testing, validation, and performance verification.
- Diagnose and resolve software, hardware, and communication issues.
- Ensure systems operate in accordance with project specifications and client requirements.

Documentation & Project Handover

- Produce and maintain all project documentation and records.
- Compile operation and maintenance manuals, as-fitted drawings, and software backups.
- Generate commissioning and test documentation.
- Deliver client training and system demonstrations.
- Manage project handover and provide post-completion support as required.

Key Competencies

- Strong technical knowledge of Building Management Systems and controls engineering.
- Experience in estimating, design, software development, commissioning, and project delivery.
- Strong communication and interpersonal skills, with the ability to liaise effectively with clients, contractors and the wider team
- Ability to manage multiple projects and priorities effectively.
- Strong problem-solving and analytical capabilities.
- Good understanding of relevant legislation, standards, Building Regulations and codes of practice
- Relevant qualifications – including ECS technical trade card
- Ability to work with a high degree of autonomy while managing site activities and coordinating subcontractors
- Commitment to quality, safety and continuous improvement
- Right to work in the UK and a full UK driving license

Benefits

Health & Wellbeing

Optional access to a private healthcare scheme means you can get the support you need, when you need it.

Financial Security

A contributory company pension to help you plan confidently for the future.

Time Off

25 days plus bank holidays

Career Development

BSE | FM invests in your development from day one. You'll have access to an internal CPD scheme, external training sponsorship, and contributions towards your professional membership. We also run an annual company day and support apprenticeship and graduate pathways for those earlier in their journey.

Community Outreach

We encourage our people to give back to the communities and industries they care about. That means volunteering leave for charity work and STEM initiatives, plus opportunities to mentor the next generation of engineers through student work experience.

Culture & Social

Our social events are employee led and expect a team that genuinely enjoys spending time together. When you refer new team members, BSE | FM has an employee referral scheme bonus

We value our agency relationships and work closely with a number of trusted partners. For this particular role, we are recruiting directly and kindly ask agencies not to make contact. To note we don't offer sponsorship.

To apply, send your CV and a covering letter to hr@bsefm.com