

OFR

GRADUATE BOOKLET

The UK's leading fire and risk consultants

INDEPENDENT

TRUSTED

SPECIALISED

EXPERIENCED

[OFRCONSULTANTS.COM](https://ofrconsultants.com)

/2026-2027

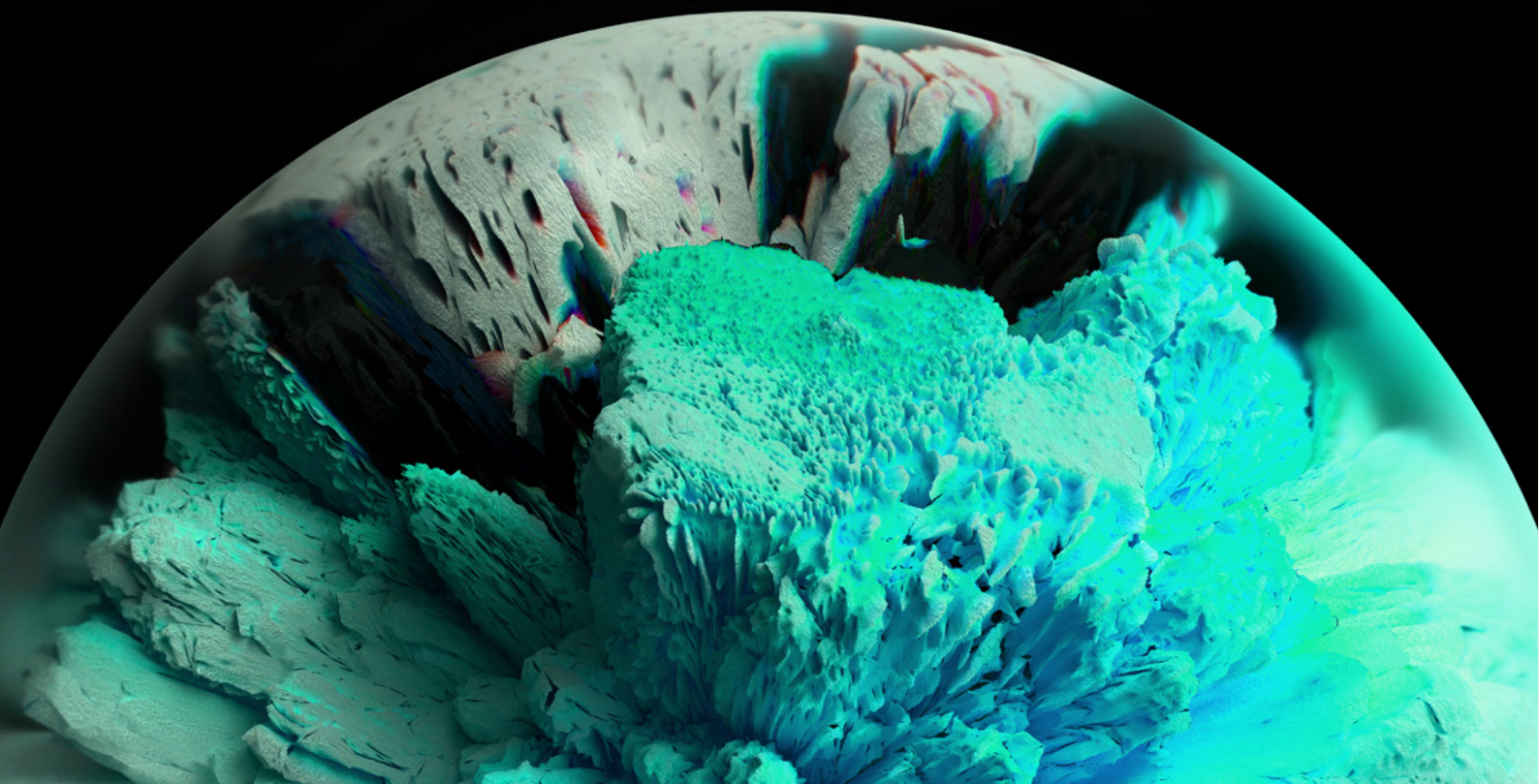


/Project: Finsbury Avenue – London

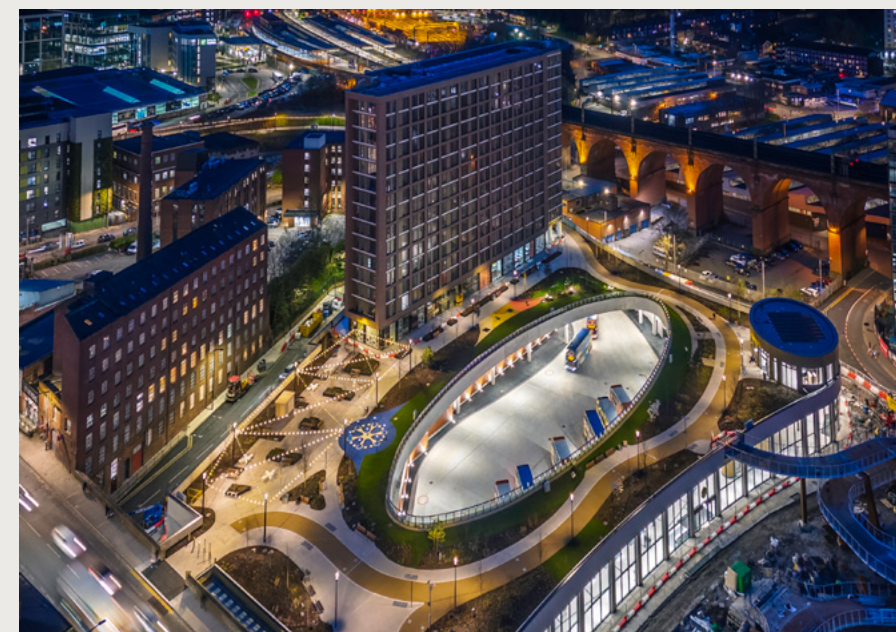


Who we are

**We are
OFR Consultants,
the UK's leading
independent
fire engineering
consultancy.**



Experts in fire engineering, we are committed to delivering pre-eminent expertise to protect people, property and the planet.



Project: Stockport Interchange - Greater Manchester

Our mission

We continually explore the challenges that fire creates for our society and clients so that we can apply the best research, experience and diligence for effective, tailored solutions.

To do this we employ the **brightest and best people** and invest in their development.



Our Values

Independent

OFR is the UK's biggest independent fire engineering consultancy and that independence means we can react effectively to our clients needs and we are passionate about finding the right solutions. We have an unrivalled reputation for innovation and collaborative research, effectively working alongside others to 'give back'.

Trusted

The trust shown by our clients over a number of years is due to the long-standing and successful relationships we've built in the industry. This is a result of the respect we hold for one another as individuals and how we work together effectively, in an honest and open environment. Empowerment of individuals has been key to that success and we continue to provide all our colleagues with a safe space to develop and be heard.



Specialised

Our commitment to research means that we're continually advancing our knowledge and, by investing effectively in our people, we're able to nurture the next generation of talent. We are not multi-disciplinary, we are highly specialised by choice. Our ethos is to share our research and development with the wider industry to benefit and enhance the safety and protection of people, property and the planet.

Experienced

The depth of our experience is achieved through ensuring the diversification of our talent and our capacity for fresh, bold thinking to further advance our offering to our clients, partners and the wider engineering community. We foster a culture of openness and champion diversity, inclusion and representation within our industry

41

CEngs
— 26 achieved chartership
through OFR Consultants

3

Star Award
from Best Companies
— officially a world-class
organisation to work for

5

Best Companies in the
Consultancy Sector/
Companies to Work For

69.56

tonnes of carbon
emissions offset*

323

hours volunteered to
good causes*

OFR in numbers

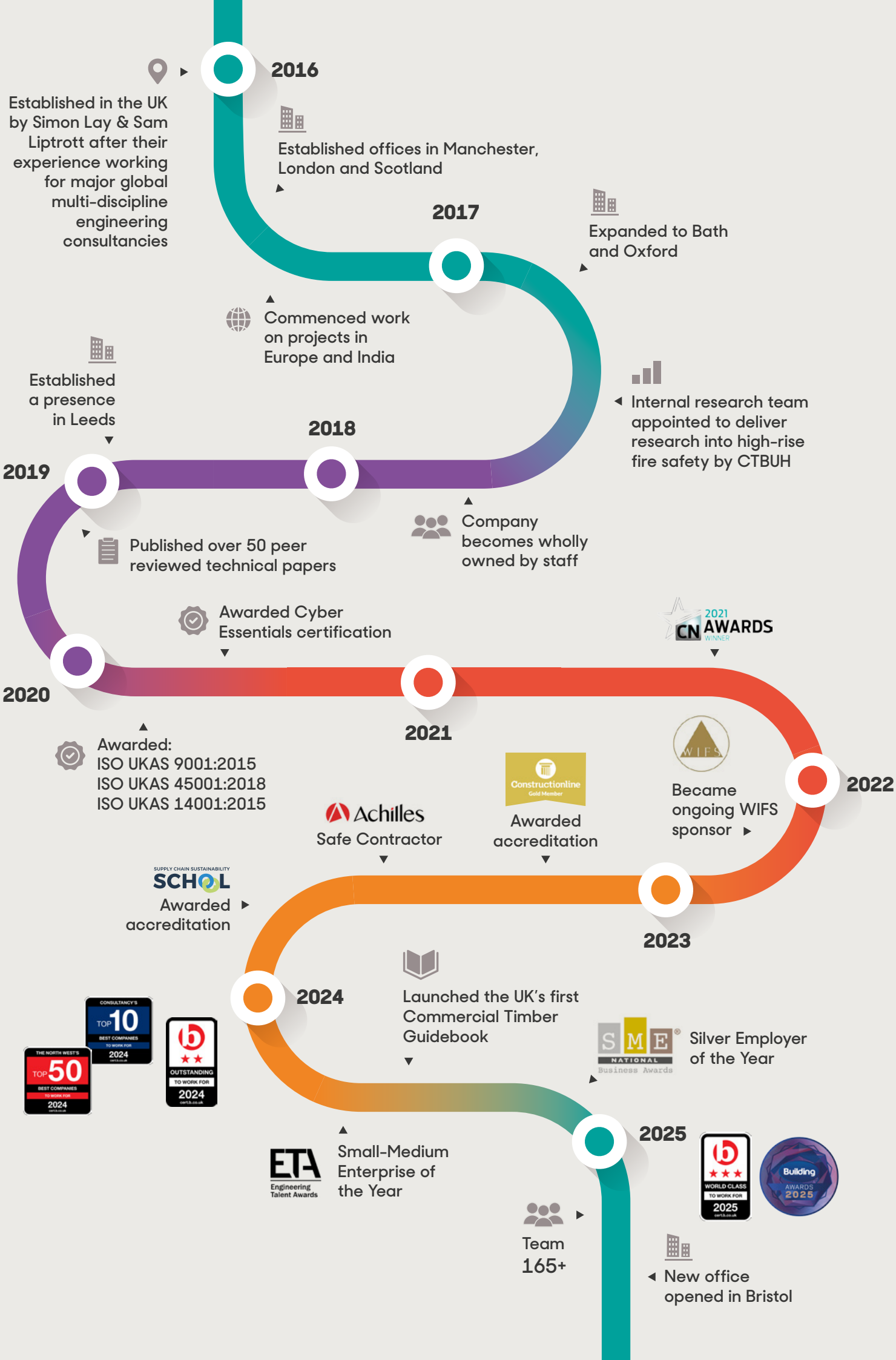
* As of year ending 2025

Our Background

Established in the UK in 2016 as a start-up business by two highly experienced fire engineering consultants, the business has grown phenomenally in a short amount of time, with offices across the country in eight locations – from Edinburgh to Bath – and plans for further expansion.

With a talented pool of the best fire-engineers in the country, OFR colleagues are dedicated to exploring the challenges that fire creates for clients and society, applying the best research, experience and diligence for effective tailored solutions.

Today we have over 175 people working for us and we're continuing to grow, making it the perfect time to join us!



Our Offices



Our Specialisms

OFR provides specialist fire engineering advice across the full building lifecycle, from early design strategy and approvals support through to construction, occupation, remediation and research.

We combine technical rigour, practical delivery experience and independent judgement to help clients understand, manage and evidence fire safety risk.



Design, Approvals and Technical Evidence

- ✓ Fire Strategy
- ✓ Third-Party Peer Review
- ✓ Advanced Fire Engineering Analysis



Construction & Delivery

- ✓ Fire Strategy Implementation
- ✓ Construction Phase Fire Safety
- ✓ Novel Construction Solutions and Materials



External Wall Fire Safety & Legacy Buildings

- ✓ Existing Building Fire Safety
- ✓ External Wall Fire Safety
- ✓ Disputes and Expert Witness



Specialist Systems, Research and Technical Leadership

- ✓ Fire Suppression
- ✓ Research



/Project: National Manufacturing Institute Scotland - Glasgow



What Our Graduate Programme Looks Like

At OFR, our graduate programme is designed to give you the best possible start in fire engineering, blending technical expertise with personal development and real-world experience.

Springboard Programme

Our Springboard Programme is for all graduates and delivered both in person and online, making it accessible wherever you're based. Through regular sessions, you'll develop essential soft skills – like communication, networking, and confidence – while building connections across the business. These workshops are designed to support your growth as a consultant and help you thrive in a collaborative environment.

Technical Training

You'll benefit from regular presentations and workshops led by our business leaders, covering key technical aspects of fire engineering. These sessions are tailored to deepen your understanding of the industry and keep you up to date with the latest developments, ensuring you're well-equipped for the challenges ahead. They also allow you to connect with those leading our business and learn from their individual skills and experiences.

OFR Technical Institute

Our Technical Institute offers a range of modules on topics such as fire science, people movement, and flame spread. Whether you're new to fire engineering or looking to strengthen existing skills, these sessions are open to everyone in the business. This means you'll have the chance to learn alongside colleagues from different teams, broadening your perspective and expanding your professional network.

On-the-Job Training

From day one, you'll work alongside experienced engineers and project teams, gaining hands-on experience across a variety of sectors and specialisms. You'll be supported by mentors and colleagues from around the business who are passionate about sharing their knowledge, helping you to apply what you learn in real projects and develop your expertise.

Our graduate programme is more than just training – it's a springboard for your career, offering a supportive, dynamic environment where you can grow, connect, and make a real impact.

About You

You will be working towards, or have recently completed, your degree in a relevant discipline. We welcome graduates from a range of STEM backgrounds. Alongside those with fire engineering degrees, our team includes colleagues who studied civil, mechanical, and aeronautical engineering, as well as surveying and mathematics. If you are curious, motivated, and keen to apply your skills to fire safety, there could be a place for you at OFR.

Requirements to get on the Grad Programme

You should demonstrate the following skills:

- ✓ Strong communication skills
- ✓ An innovative mindset
- ✓ An interest in self-development
- ✓ A commitment to building client relationships
- ✓ A drive for continuous improvement





/Project: Old Paradise SE11 – London



Why OFR?

Joining OFR offers a unique opportunity to be part of a forward-thinking team that values innovation and creativity. We provide a dynamic work environment where every employee has the chance to contribute to exciting projects and make a real impact.

Working with us, you will have the opportunity to contribute to projects such as large and landmark high-rise buildings, historic renovations, theatres, hospitals, schools, iconic sporting venues as well as specialised, local projects that change lives. We work on projects both in the UK and further afield and have technical experts in many specialist fields including smoke modelling, evacuation modelling and structural fire engineering. As well as the design side of our work, the team engages in research, code development and thought leadership on UK and international platforms.

The team at OFR is focussed on quality, innovation and changing the way that fire engineering is delivered. That's what our clients want, that's what we believe the fire safety design and construction sector needs and this is why we've built such a strong team.

In addition to all this we offer a whole host of benefits to support you both in and out of work. Read on to find out more.



Our benefits

Our bespoke benefit package includes the below, as well as our profit share scheme:

- ✓ Employer pension contribution
- ✓ Comprehensive private health insurance cover
- ✓ Life insurance – 4 x salary
- ✓ Income protection – 75% of salary
- ✓ Employee Assistance Programme (EAP)

And the more lifestyle-orientated benefits:

- ✓ Flexible working (37.5 hrs standard working week)
- ✓ 28 days holiday plus an additional birthday leave day – staff have the option to purchase additional leave on top (up to a maximum of 5 days) which could potentially take the annual leave allowance up to 33 days + 1 day birthday leave
- ✓ Early finish on the last Friday of the month
- ✓ Social budget for team activities – currently £100 per person per month
- ✓ Additional paid leave for charitable work
- ✓ Healthcare cashplan for day-to-day medical needs – including dental, optical, physio
- ✓ Staff discount club
- ✓ Cycle to work scheme
- ✓ Electric car scheme (also offers hybrid and other cars)
- ✓ Transport season ticket loans
- ✓ Home loans to support the purchase of first property or home renovations.

WORLD CLASS organisation to work for

In 2026, OFR were recognised as a 'World Class' organisation to work for, being awarded a 3-star accreditation from Best Companies, a leading employee engagement specialist.



Employee Ownership at OFR

Enterprise Management Incentive (EMI) Scheme

At OFR Consultants, we believe in shared success. Our business is wholly owned by the people who work here through an Enterprise Management Incentive (EMI) scheme – an HMRC-approved programme that gives eligible colleagues the opportunity to become shareholders. This independent structure means we can stay agile and make decisions that work best for our team and clients.

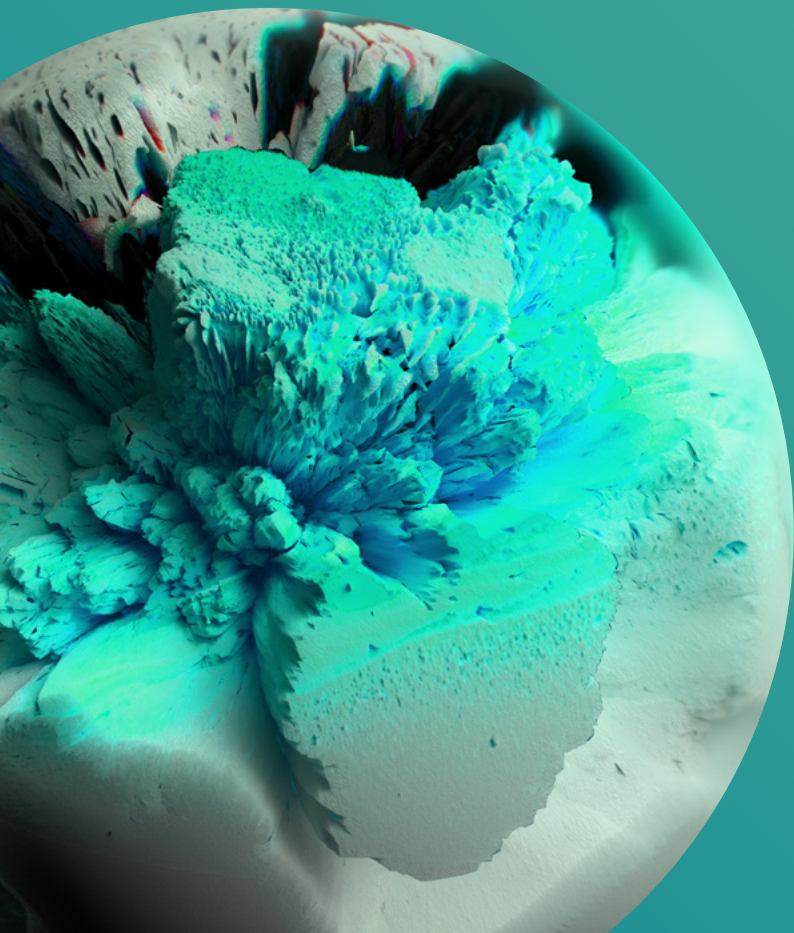
While EMI is available to colleagues from Principal Engineer level, everyone benefits from our quarterly bonus scheme, where up to 10% of profits are distributed across the team. As of October 2025 we currently have 50+ separate shareholders.

Employee Ownership Trust (EOT) Scheme

Our EMI scheme isn't the only way we reward colleagues. We've adopted a dual approach: an Employee Ownership Trust (EOT), which gives every colleague a collective stake and a voice in the business, alongside our Enterprise Management Incentive (EMI) share option scheme, which rewards individual contribution and leadership potential. This model ensures you benefit from both shared ownership and personal growth opportunities – without needing to climb a traditional corporate ladder. It's about empowering you to shape the future of OFR while enjoying the rewards of its success.

Profit Share (quarterly bonus)

Every quarter we pay up to 10% of the businesses post-tax profit as a profit share to the whole team. Although not guaranteed, normally, the profit share has worked out at between 5-10% of salary for people annually.



Learning and Development

In addition to providing an excellent service for clients, OFR believe in providing opportunities for their employees to develop their skills and to promote learning and development within the industry.

Here at OFR we continuously review and encourage the development of our staff, via a bespoke Continued Professional Development (CPD) process that is tailored to our specific needs as fire engineers – this is one of the improvements we have implemented from our experience of working in large multidisciplinary companies where these systems were often not well tailored to specialist groups of engineers.

We run regular internal CPD training sessions through online collaboration as well as face-to-face training at our regular company team days.

OFR have also implemented the OFR Technical Institute to provide a structured learning package of technical material aimed at upskilling our technical staff at all levels.

Staff receive guidance in their application to become chartered professionals through institutions such as the Institution of Fire Engineers (IFE) and other recognised bodies. OFR assists employees throughout the chartership process by offering support from colleagues who have experience with it, along with additional input from team members who work closely with the IFE. To encourage completion, OFR also offers a bonus once staff achieve chartered status.

Learning and Development Opportunities Available to OFR Staff

- Team Event
- Cypher Learning – our online training portal
- Technical Institute – enables you to develop your core fire science knowledge, covering everything from the basics of fire science terminology to the complexities of topics such as flame spread, people movement and toxicity.
- CPDs (internal & external), Lunch & Learn, Coffee Talks
- Springboard Programme – helps you build the professional skills needed in consultancy, including in presentation, negotiation, time management, and confidence.
- Manager Development Programme – strengthens leadership capabilities and focuses on performance outcomes that support key business priorities.
- Graduate Programme
- Chartership Teams channel
- Specific learning and development budget that can be spent on external training courses, conferences etc.



Committees and Support Networks

- Technical Committees under the Technical Steering Group
- Mind Matters Team
- Charity Committee
- Environmental Committee
- Junior Advisory Committee
- Health & Safety Champions
- Award Panels & Sponsorship

Diversity and Inclusion

OFR is deeply committed to equality and diversity, recognising that a diverse workforce is essential to fostering creativity and innovation.

We believe that every employee brings a unique perspective that can contribute to the success of our company. We strive to create an inclusive environment where everyone feels valued and respected, regardless of their background, identity, or beliefs. Our policies and practices are designed to promote fairness and equal opportunities for all, ensuring that we not only comply with relevant laws but also exceed them in spirit. By joining us, you become part of a culture that celebrates diversity and works actively to maintain an equitable workplace for all.

OFR's Healthcare Offering

OFR is committed to supporting the health, happiness, and work-life balance of our people.

We offer a comprehensive range of health and wellbeing programmes to ensure employees (including graduates) feel supported both in and out of work. Our key health and wellbeing initiatives include:

- Private Medical Insurance (Bupa)** - Comprehensive private health cover for all employees.
- Preventative Health Assessments (Bupa "Be-Reassured")** - Thorough biennial health screenings available to staff.
- Health Cash Plan (Medicash)** - Reimbursement scheme for routine health expenses (e.g. eye tests, dental care, physio).
- Help@Hand Digital Health Service** - All-in-one wellbeing app for 24/7 virtual GP, mental health support, physio and more.
- Mind Matters (Mental Health Network)** - Internal team of trained mental health first aiders offering peer support and awareness initiatives.
- Wellbeing Action Plans (WAP)** - Personal wellbeing plans to help identify support needs and actions for each employee.
- Flexible Working Arrangements** - Company-wide policy allowing flexible hours and remote work to promote work-life balance.
- "Better Days" Volunteering Leave** - one paid charity day for employees to volunteer with charities or community projects.

Giving Back

At OFR, we believe in using our expertise and resources to make a meaningful difference beyond the built environment.

Our commitment to social responsibility is embedded in our culture, with dedicated Environmental and Charity Committees leading initiatives that support both people and the planet. These committees empower our team to take action, whether that's through fundraising events, volunteering, or driving sustainability efforts across our offices.

We proudly support a range of charities, both nationally and locally, through regular campaigns and staff-led initiatives. From sponsored challenges to bake sales and donation drives, our people are passionate about giving back. In addition, we offer pro-bono fire engineering services to community projects and charitable organisations that might not otherwise have access to specialist support. This work allows us to contribute our skills to causes that align with our values, helping to create safer, more inclusive spaces for everyone.



FOREVER MANCHESTER **MOVEMBER**

Trussell Ending hunger together **mnda** motor neurone disease association



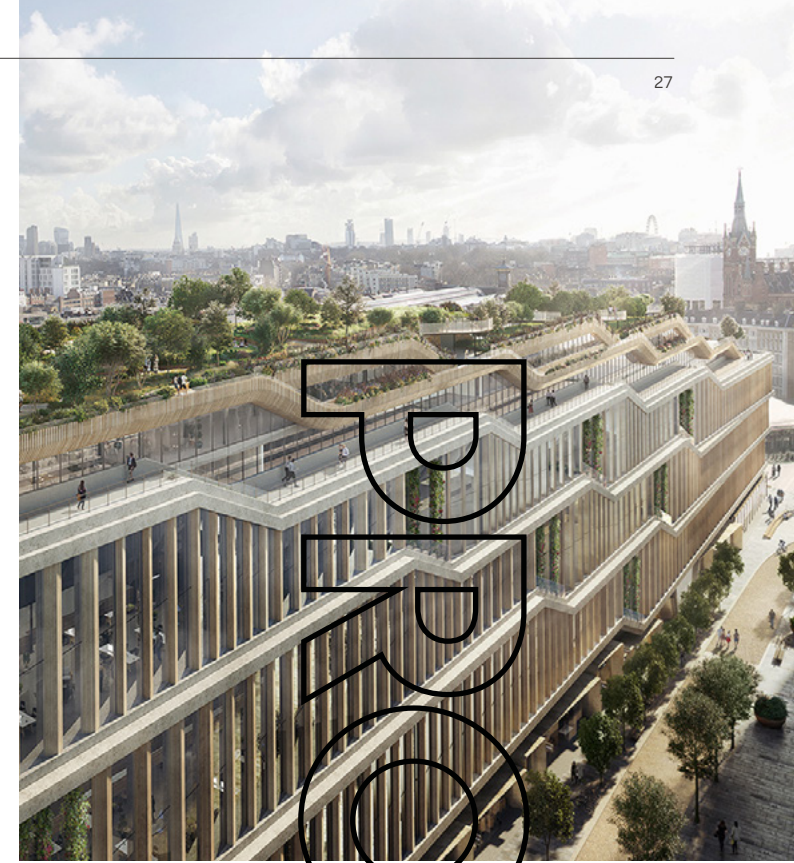
/Project: Olympia – London



/Project: Midland Metropolitan University Hospital – Smethwick



/Project: Embassy Village – Manchester



/Project: Google HQ – London



/Project: National Portrait Gallery – London



/Project: Waterfront Colombo – Sri Lanka



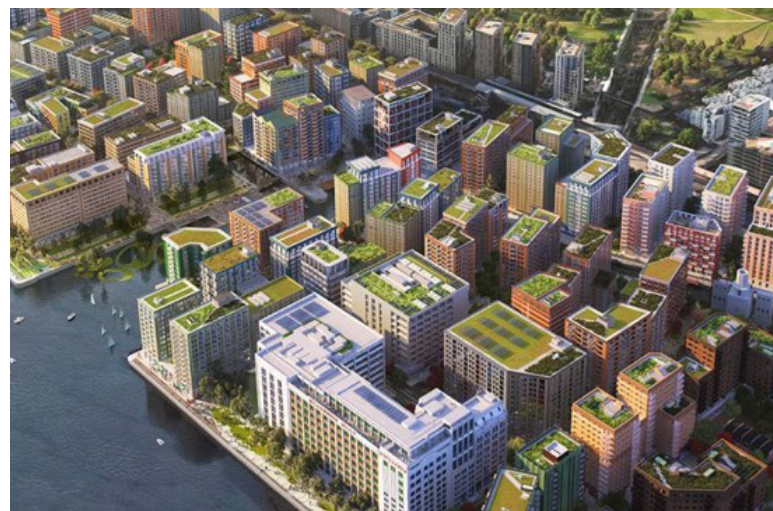
/Project: National Manufacturing Institute Scotland – Glasgow



/Project: Old Paradise SE11 – London



/Project: Rutland Mills – Wakefield, Yorkshire



/Project: Silvertown – London



/Project: BAS – Antarctic



/Project: Ev0 – Manchester

Graduate Testimonials



Samiksha Bastola
Graduate Fire Engineer
Edinburgh

"I was drawn to OFR because of its strong reputation in the industry and the chance to make a real impact from day one. As a fire engineering graduate, I wanted a role where I could apply the knowledge I gained during my studies while continuing to grow and challenge myself. At OFR, support is never far away; colleagues are just a message or email away, and from the very start I've been surrounded by approachable and collaborative experts.

The culture here is open, inclusive, and focused on learning and growing together as a team. You're encouraged to ask questions, share ideas, and take ownership of your work. I've particularly enjoyed the variety of projects I've been involved in, from offices and hotels to schools, gaining hands-on experience in fire strategies, site visits, design team meetings, and client interactions. What I value the most is that OFR doesn't try to fit everyone into the same mold, they listen to your interests and give you the freedom to shape your own path.

My advice to new graduates: don't hesitate to ask questions or seek help; there's no such thing as a silly question. Keep the fire burning!"



Michael Benz
Graduate Fire Engineer
Glasgow

"I was working for some time in disaster management and prevention before university where I studied maths and physics. Despite not coming from a fire background, I was given lots of opportunities to connect my experience to the industry. During the recruitment process, I could show my skills by completing a small poster on a fire engineering topic which was used as a basis for the technical part of the interview.

OFR gave me an incredibly warm and open welcome when I joined. Everyone I met was very friendly and supportive from the first interview throughout joining the company. I can ask as much as I need, and I know I am in an excellent place to start my career.

If you are considering joining and have a genuine interest in fire engineering, don't hesitate to apply even if your degree is in a slightly different area – OFR does recognise your hard work and transferable skills!"



Joel Muhangi
Graduate Fire Engineer
London

"I was drawn to OFR because of its diverse portfolio, wide-ranging projects, and strong culture that fosters growth and opportunity. My background in Engineering and Architectural Design at UCL led me to discover a passion for fire engineering. Coming from an interdisciplinary foundation, I appreciate OFR's holistic approach to fire engineering, which integrates a deep understanding of building design and construction. This perspective has allowed me to further develop both my knowledge of building design principles and my grasp of core fire engineering concepts. At OFR, I've also had the opportunity to explore my interests in fire engineering design and its practical implementation within buildings."



Owi Tantowi
Graduate Fire Engineer
Bath

"I graduated with a degree in Architecture in 2019 and began my career as a Property Officer in Indonesia. My day-to-day responsibilities were relatively routine, and I felt I needed a greater challenge to support both my personal and professional growth. This led me to discover the International Master of Science in Fire Safety Engineering (IMFSE), which introduced me to the field of fire engineering and, ultimately, OFR.

Starting a new career in a completely different discipline can be daunting, particularly when changing direction later in your professional journey. However, the support I received from colleagues, particularly in the Bath office, made the transition much smoother. Everyone has been incredibly welcoming, helpful, and willing to share their knowledge anytime.

My advice to anyone considering joining OFR is that you don't need to have all the answers. Be curious, be willing to learn, and embrace new challenges. With the support and expertise available at OFR, you'll be surprised by how much you can achieve."



Wei Feng
Graduate Fire Engineer
Manchester

"With a background in architecture (RIBA Part 1 and 2), I was very impressed by the training programme OFR built for graduates – whether they have a fire engineering background or not. The effort put into building such a complete programme was one of the main reasons I chose OFR.

I really enjoy working here because the culture is friendly and people genuinely love helping each other out. I've learned so much in a short time, but at a very comfortable pace. Another thing that I quite love is the social side. Between monthly office events, cross-office meetups, and our close ties with universities, it feels like a community, not just a company. The line manager system, the graduate training programme, and frequent CPD sessions all support my personal development from different perspectives.

If you have a background in the wider architecture or construction field and are looking for a new opportunity, OFR is definitely a fantastic place to join."

I was very impressed by the training programme OFR built for graduates...

Wei Feng
Graduate Fire Engineer



Katie Presland
Graduate Fire Engineer
London

"I have really enjoyed my time at OFR since joining a year ago and would highly recommend joining OFR. I have learnt so much since starting and have had so many opportunities for improving my technical skills through both internal and external CPD. This includes getting to Edinburgh University for a day in the labs – a personal highlight. OFR offer a great graduate programme where we got to develop relevant soft skills as well as many opportunities to meet fellow graduates. OFR is a great place to have fun as well – we have monthly socials and the annual team event where everyone in the company gathers for 2 days of learning and development (and a lot of fun and socialising!). Overall, my start at OFR has been great and I'm looking forward to continuing, the progression in the company is clear and I'm looking forward to learning what more I'm capable of."



Zane Ladhani
Graduate Fire Engineer
Edinburgh

"I first learned about OFR at a university fire careers event, where speaking with members of the team gave me a clear insight into the role of a fire engineer and the wide-ranging, positive impact they have on the built environment. That initial conversation led to a summer internship, where I was fortunate to contribute to a range of exciting projects, ranging from local work in Edinburgh to international projects as far away as Antarctica.

The support and guidance I received throughout my internship not only strengthened my motivation to pursue a career in fire engineering but also confirmed that OFR was the place I wanted to do so. Now having returned as a graduate, this culture of encouragement has been crucial to my progression, helping me build both knowledge and confidence in applying the consultancy skills I learned during my internship.

Whether you're interested in mass timber, computational modelling, or even if you're still undecided, the breadth of expertise at OFR provides the chance to develop those interests and apply them to real-world projects – all it takes is asking the question!"



Yuyao Xue
Graduate Fire Engineer
Manchester

"I first came across OFR through one of my supervisors, Dr. Mike Spearpoint, whose passion for fire engineering really inspired me. My journey began with a joint fire safety engineering MSc IMFSE, which started at the University of Edinburgh. Joining OFR straight after graduation, I quickly realised how supportive and collaborative the culture is. In the Manchester office, I'm surrounded by experienced fire engineers who are always happy to share knowledge, and I've been encouraged to ask questions and keep learning every day.

What I value most is how OFR invests in our growth – from a generous CPD budget to numerous internal CPDs, presentations, and technical institute, all of which help me stay connected with industry developments. One highlight this year was attending Interflam 2025 with colleagues across the company, where I had the privilege to present our research on phased evacuation and evacuation modelling – an opportunity I'm truly grateful for.

For anyone considering OFR, I'd say that no matter what you studied, if you're curious, motivated, and passionate about self-growing and making a difference in fire engineering, this is a brilliant place to kick-start your career."



Katrina Weber-Moll
Graduate Fire Engineer
London

I come from a non-engineering background and have a previous career in the heritage sector. I wanted to get into fire engineering as I feel very passionate about people and buildings not coming to harm from fire. In my initial interview with OFR, I was told about the support I would get to be able to make this career change, which was the reason I chose OFR.

Starting as a mature graduate fire engineer was daunting at first, especially in a very male-dominated field like construction. But everyone at OFR has been supportive and gone out of their way to help me. My natural curiosity and enthusiasm have always been met by equally enthusiastic people determined to help me learn everything I can about fire engineering. I love the challenges that the job poses, because I'm confident I'll get support if I need it. I would especially encourage mature graduates to join, as skills you picked up during your career are valued at OFR.

Notes from One of Our Founders

"Every great journey begins with a single, crucial step – choosing the right company to start your career. That decision sets the tone for everything that follows. At OFR, we're proud to offer more graduate fire engineering roles than any other company in the UK, creating an environment rich in mentorship, collaboration, and exceptional training opportunities.

As the UK's largest independent fire engineering firm, we don't just lead in scale – we lead in innovation, research, and knowledge development, shaping the future of fire safety engineering."

Sam Liptrott
Founder



Joining Details

- Our graduate application window closes annually in November
- Our internship application window closes annually in January
- Our apprenticeship application window closes annually in May

To find out more about these opportunities, scan the QR code opposite for further information.





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Andrews Street, Edinburgh EH2 2AZ

Leeds

Calls Wharf, 2 The Calls,
Leeds LS2 7JU

Oxford

The Manse, 44 South Bar, Banbury,
Oxford OX16 9AB

London

Clerkenwell Workshops, 27/31 Clerkenwell Close,
Farringdon, London EC1R 0AT

Glasgow

Suite 5.3, Turnberry House,
175 West George Street, Glasgow G2 2LB

Bath

Suite 2.23, Northgate House,
Upper Borough Walls, Bath BA1 1RG

Bristol

Generator Building, Finzels Reach,
Counterslip, Bristol BS1 6BX

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