



*We are*

**ma**

**MasonClark**  
Associates

**Our Vision**  
**Our Values**



# ENGINEERING SUSTAINABLE EXCELLENCE

Civil Engineering  
Structural Engineering  
Bridge Engineering  
Conservation Engineering

Building Surveying  
Cost Consultancy  
Project Management & CDM

MCA: Our Vision, Mission & Values

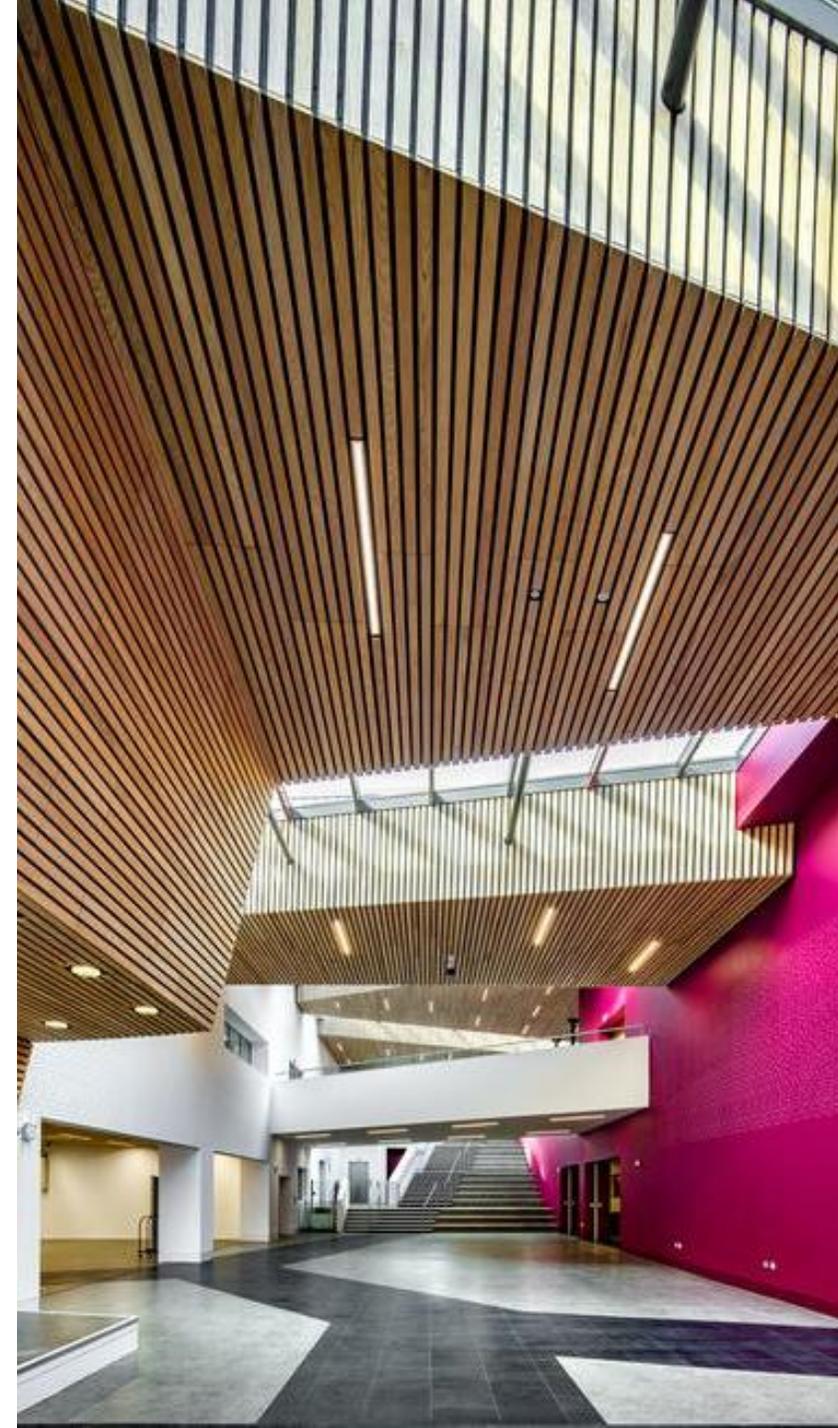
**ENGINEERING SUSTAINABLE EXCELLENCE**  
*Every day!*

Why this matters:

**Gives us a shared direction**

**Reinforces what makes MCA different**

**Supports how we work together,  
& with our Clients**



## Our Vision

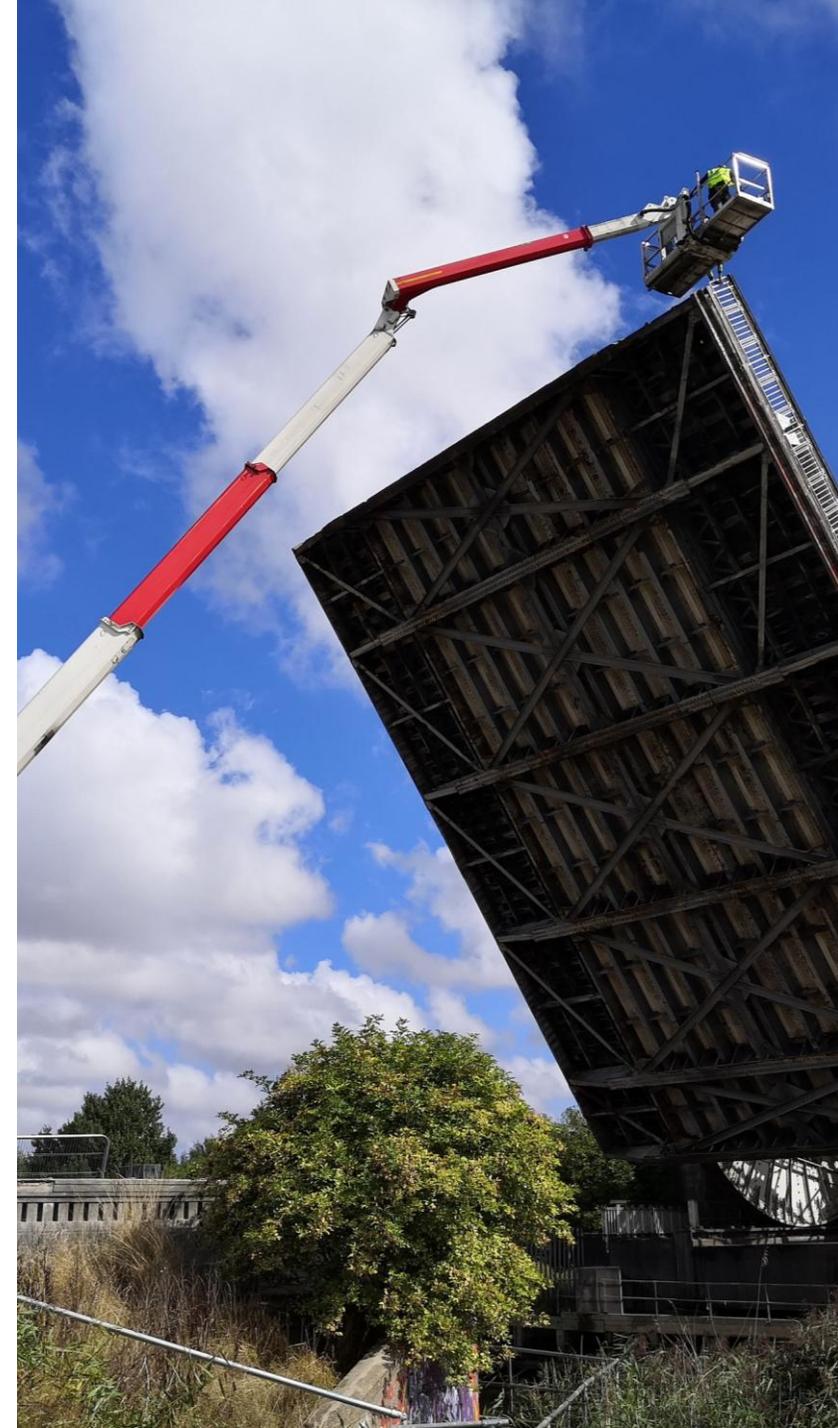
***To deliver sustainable excellence  
in the built environment;  
trusted for our technical expertise,  
integrity & people.***

What this means for us:

**High technical standards  
in everything we do**

**Long-term thinking for projects,  
people & the environment**

**A reputation built on trust, not hype**



## Our Mission

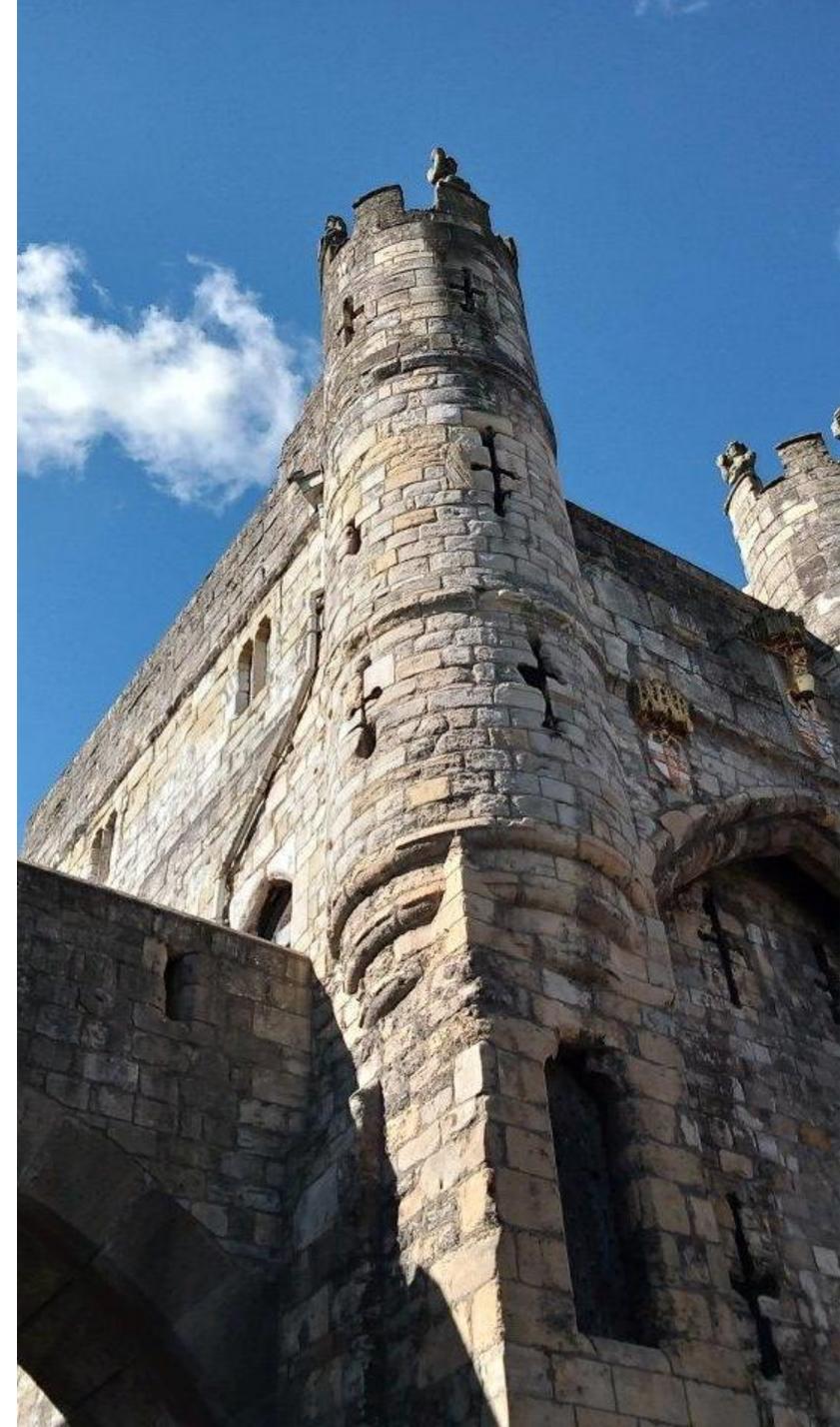
***We develop & sustain the built environment through technical excellence, collaboration & responsible design - nurturing a successful business where our people thrive.***

In practice:

**Delivering quality work,  
on time & within budget**

**Working collaboratively  
across offices & disciplines**

**Supporting professional development  
& wellbeing**



# What we stand for: Our Core Values

**Technical Excellence** - doing the job properly, every time

**Client Focus** - listening, communicating clearly and delivering

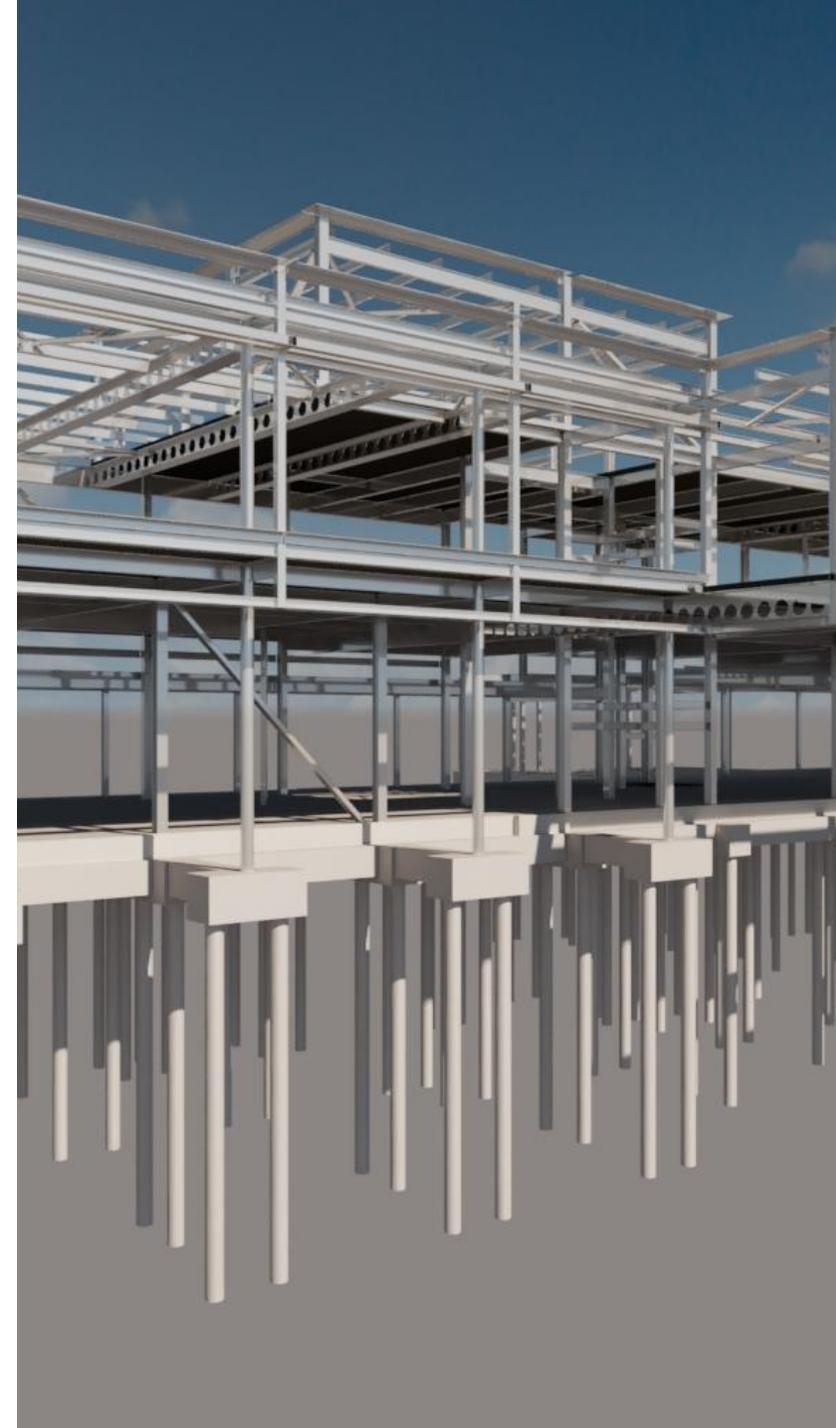
**Integrity & Trust** - acting professionally & responsibly

**People & Culture** - treating individuals as professionals

**Collaboration** - open, supportive teamwork

**Sustainability** - responsible design & business practices

**Continuous Improvement** - learning, innovation & growth



# **Our Culture at MCA: what working at MCA means**

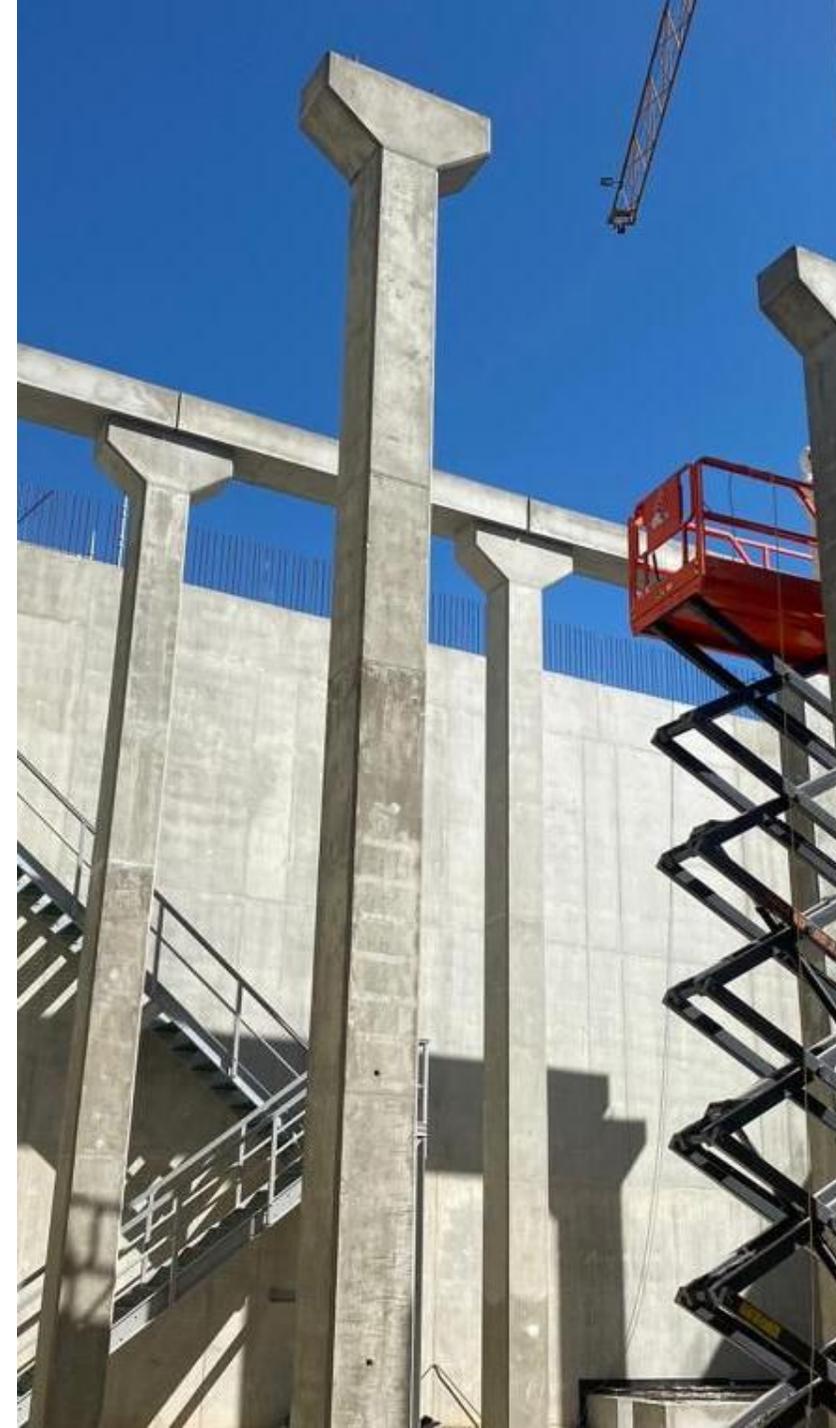
**You are trusted as a professional**

**Senior staff are involved & accessible**

**Collaboration across offices & teams**

**Opportunity to grow, learn  
& achieve Chartership**

**A small enough company for  
individuals to make a real difference**



# Technical Excellence & Professional Development

Our commitment:

**Chartered-led practice  
& high technical standards**

**Ongoing CPD, training & mentoring**

**Support for professional qualifications  
& Chartership**

**Knowledge sharing across teams & offices**



# Technical Excellence & Professional Development

Why it matters:

**Better outcomes for clients**

**A strong professional reputation**

**Pride in the work we deliver**



# Supporting & rewarding Our People

At MCA, we recognise that our success comes from the commitment, skill & effort of our people.

We support and reward you through:

**Competitive salary & benefits package**

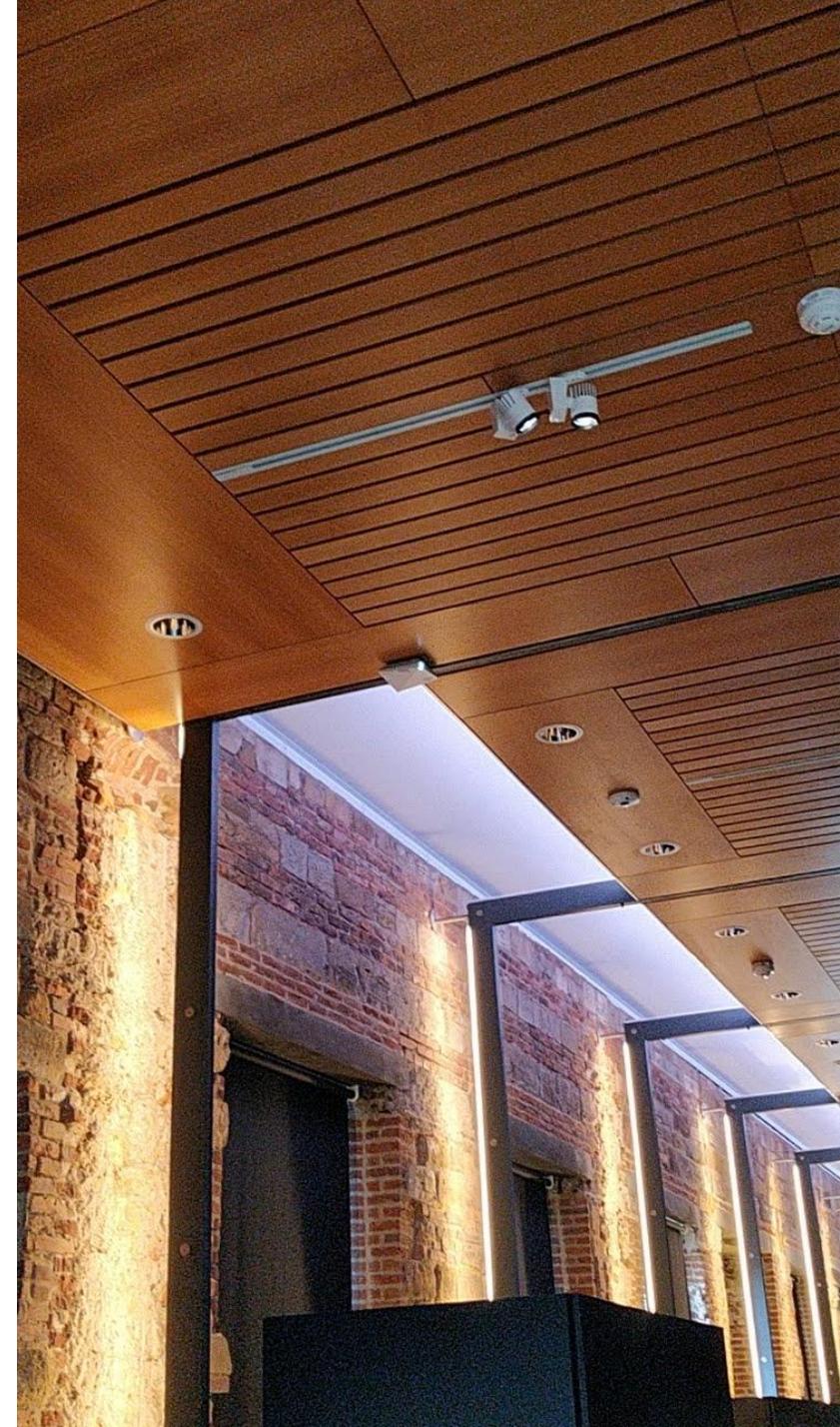
**Generous holiday entitlement & pension contributions**

**Healthcare provision for all staff**

**Hybrid working arrangements, agreed at office level**

**Salary sacrifice schemes, including cycle to work**

**Office & Company social events, supported by MCA**



# Investing in your future

We invest in your long-term development:

**Support & funding for professional qualifications**

**A strong track record of colleagues achieving Chartership**

**Early responsibility on projects, with senior support**

**Clear pathways into senior roles,  
management & partnership**

**Ongoing technical & management training**



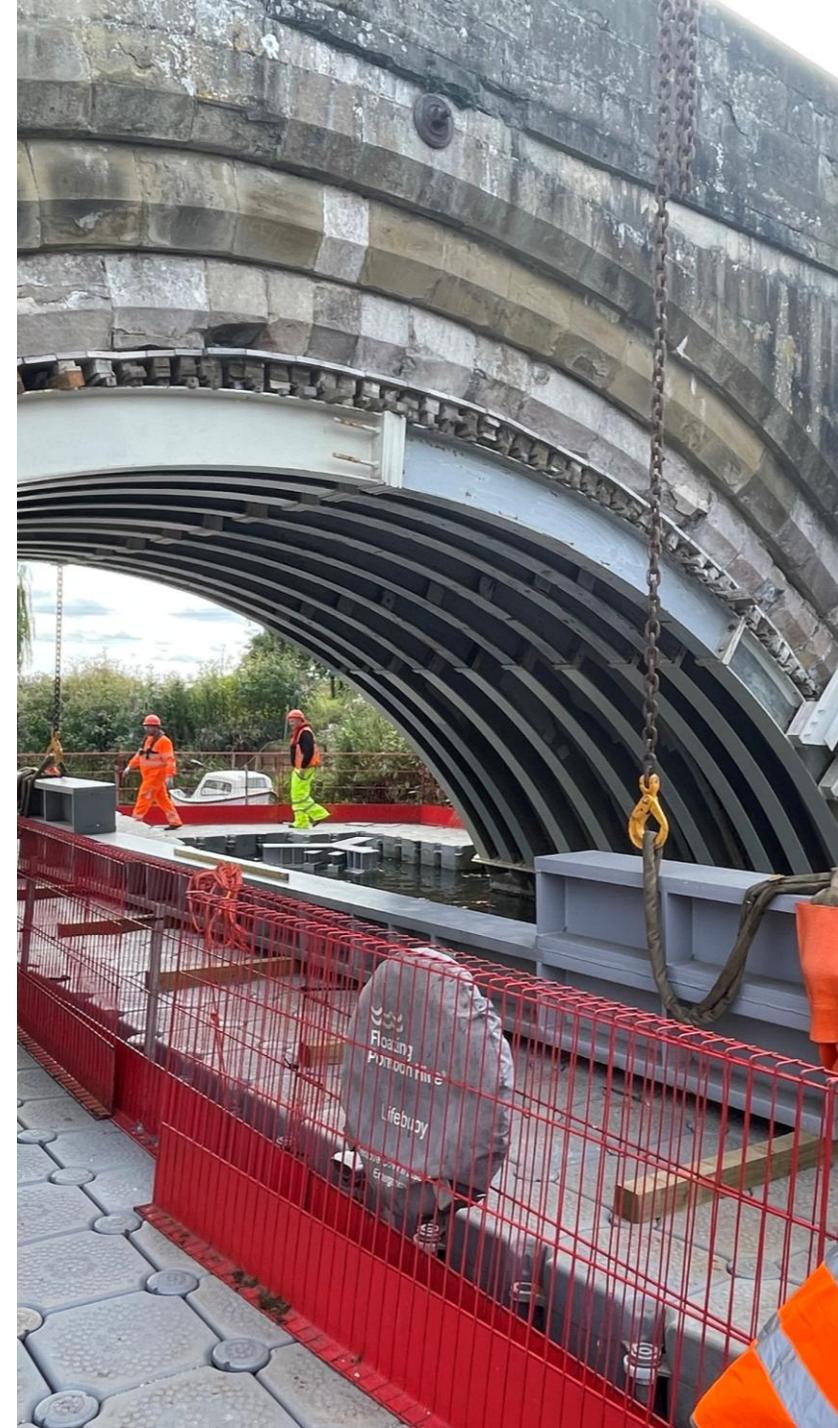
# Investing in your future

Your development strengthens:

**You as a professional**

**Our teams**

**The future of MCA**



# Wellbeing, engagement & support

We are committed to a healthy,  
supportive working environment:

**Mental health support &  
sponsorship of the Lighthouse Charity**

**A culture of listening to staff,  
supported by independent staff surveys**

**Flexible, respectful working practices with a  
positive, inclusive & supportive culture**

Because:

**Sustainable excellence depends on sustainable people**



# Sustainability & responsibility

What sustainability means at MCA:

**Commitment to Net Zero & Carbon Neutral Britain**

**ISO 14001 Environmental Management System**

**Sustainable design expertise  
(BREEAM, Passivhaus, SUDS, conservation & re-use)**

**Reducing waste  
& supporting greener ways of working**



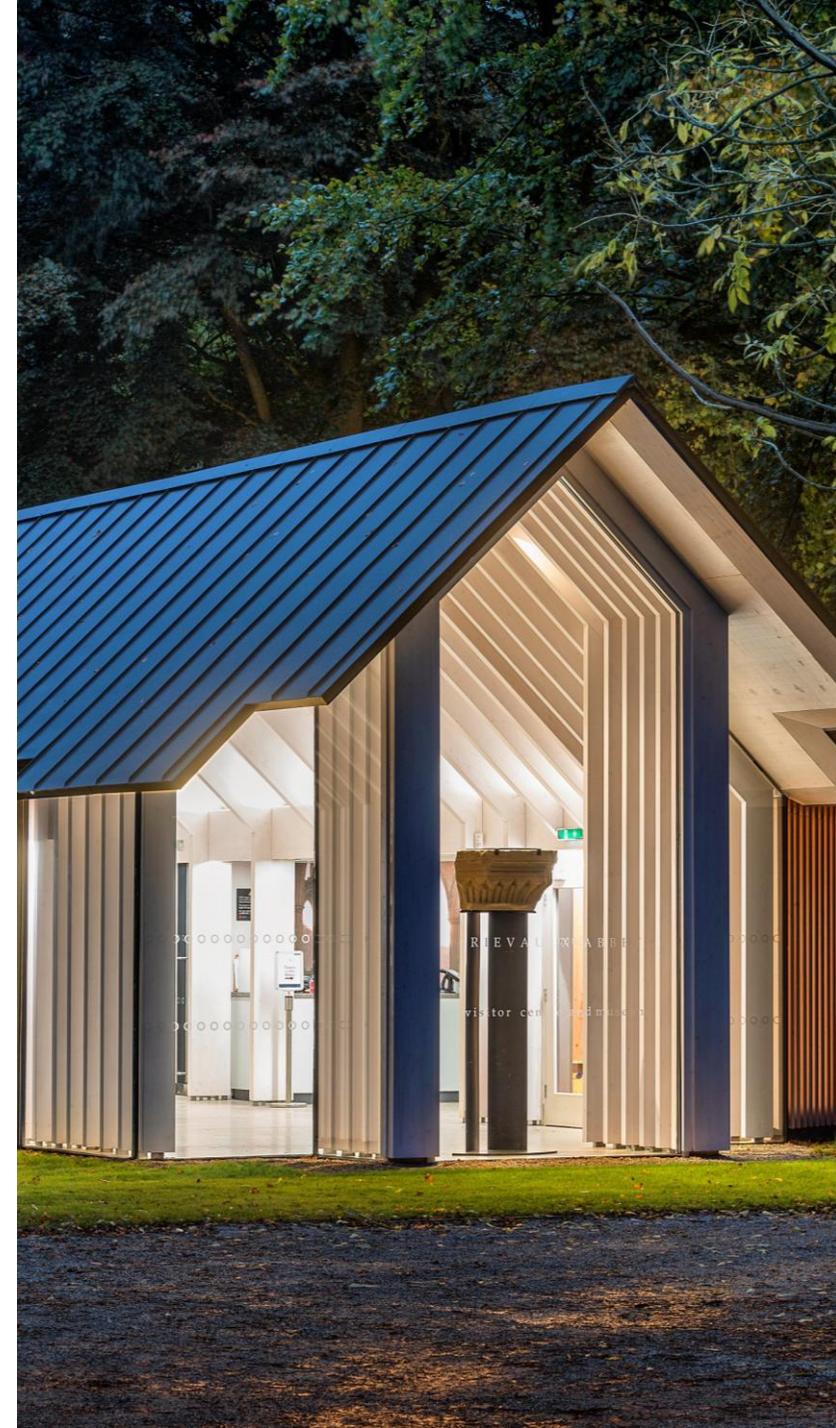
# Sustainability & Responsibility

Sustainability is:

**Part of our design thinking**

**Part of how we run the business**

**Part of our responsibility as professionals**



# Our Clients & our reputation

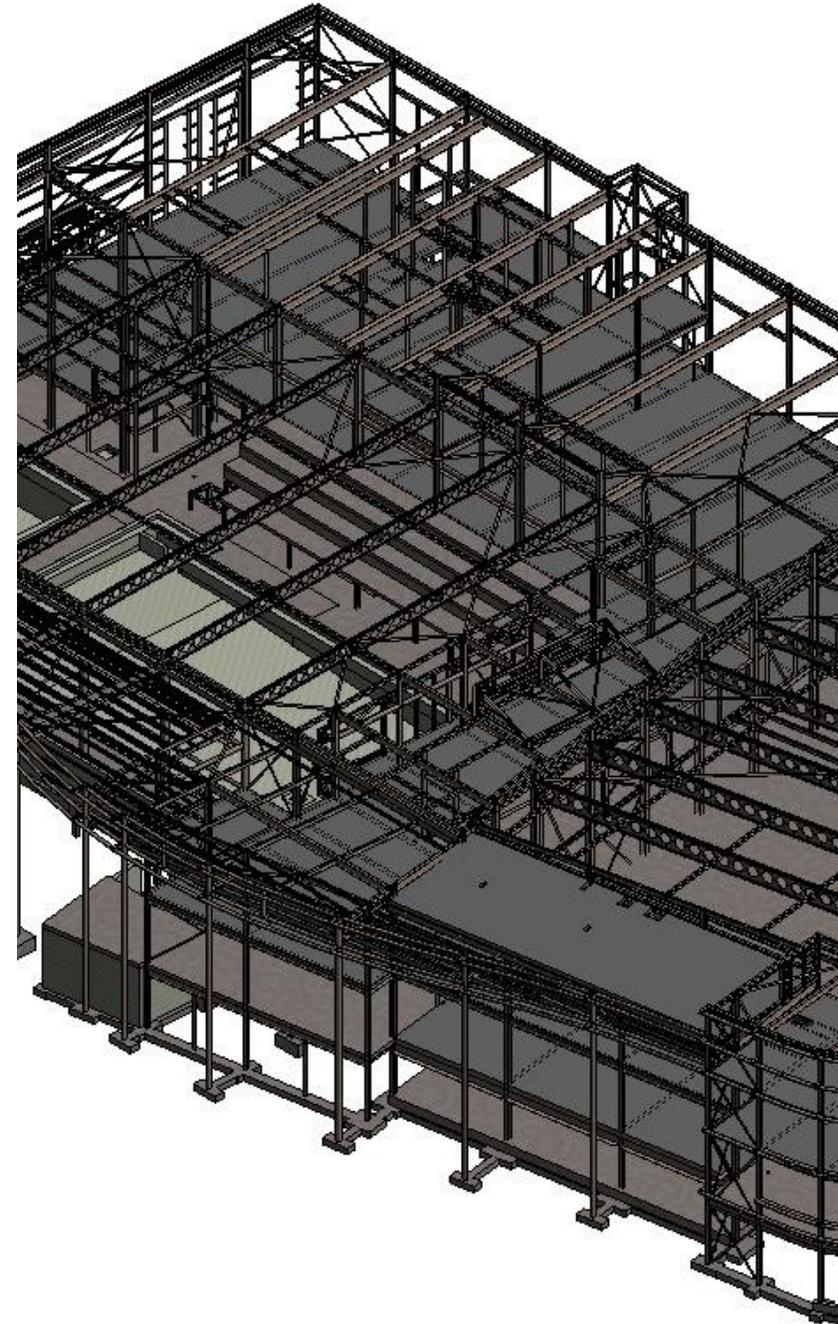
Why clients choose MCA:

**Trusted consultancy since 1990**

**Senior involvement, inception to completion**

**Clear communication & practical solutions**

**Strong technical reputation across sectors**

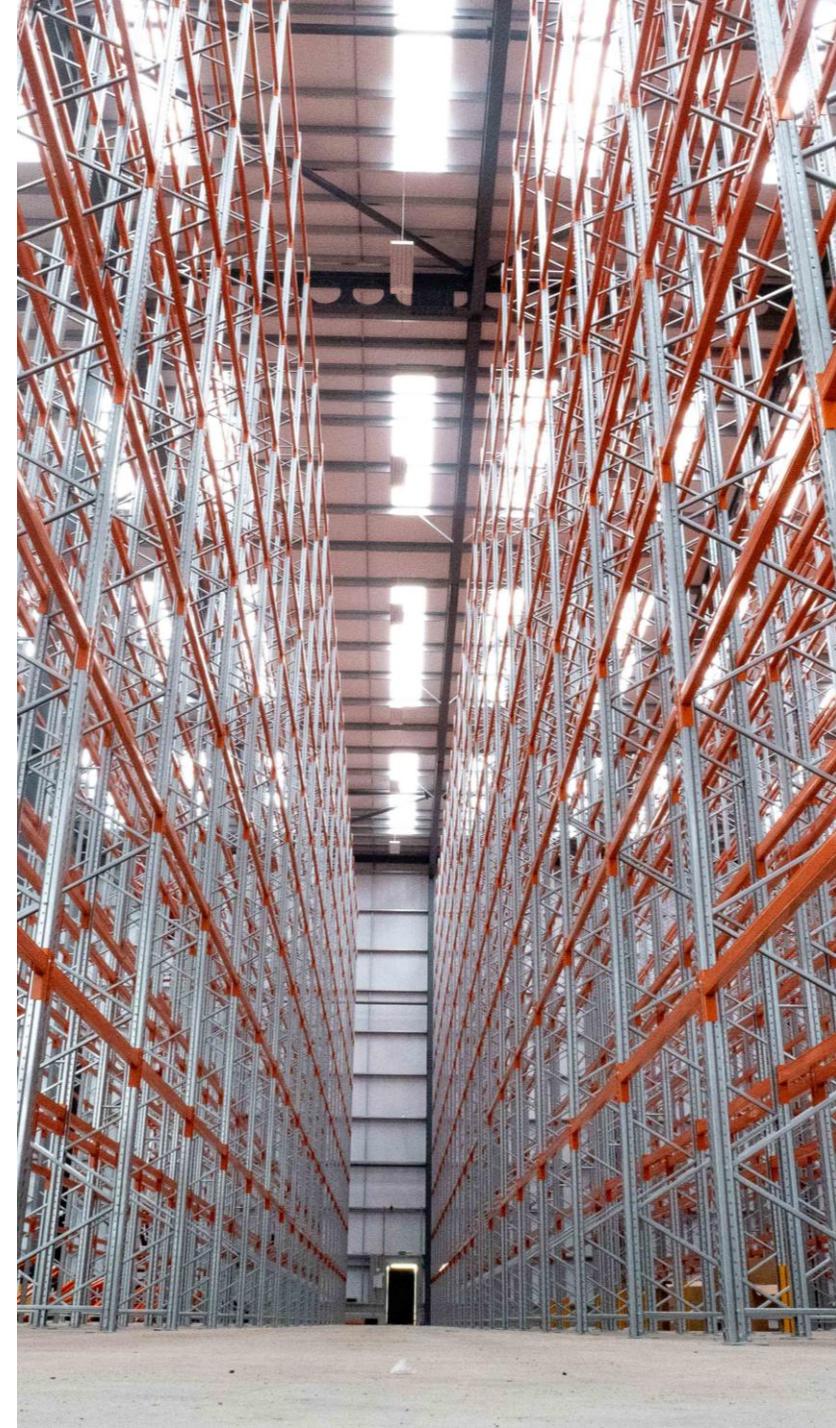


# Our Clients & our reputation

Your role:

**Every project  
reinforces MCA's reputation**

**Every interaction matters**



# One MCA

What success looks like:

**Proud of the work we deliver**

**Supporting each other across teams & offices**

**Growing sustainably as a business**

**Continuing to be a place  
where people want to work**

**ENGINEERING SUSTAINABLE EXCELLENCE**  
*Together!*





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