


PAUL BASHAM

MANAGING DIRECTOR

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CAREER

I started my career at Southampton City Council working within the Development Control team, this was my first introduction into the wonderful world of transport planning! The years that followed saw a couple of moves between public and private sectors where I worked on projects all over the UK...

I set up Paul Basham Associates from my kitchen table in September 2009 which was a tough time to set up any business, being in the middle of recession. However, the early years taught me that to survive as a business, we had to be the best, better than our competitors and this attitude to business has ensured we have and continue to go from strength to strength. We are clear about our business vision and proud of what we have achieved as a business so far, the staff we employ and the commitment we have to our clients wants and needs...

PERSONAL INTERESTS

I have two young children who keep me busy along with their interests! I enjoy keeping fit and have run several marathons but my No 1 hobby (some call it my quirky hobby) is keeping racing pigeons!

MARK SMITH

DIRECTOR

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CAREER

I have worked with Paul my whole career, and joined Paul Basham Associates in early 2010 as a Transport Planner shortly after its inception. From an initial combination of working from home and off Paul's kitchen table, seeing it through three growing office locations on the South Coast and then the introduction of three further regional offices makes me very proud. I'm never one to back down from a challenge, taking great pride in seeing something built that I helped create and apparently have a slightly encyclopaedic memory when it comes to projects.

PERSONAL INTERESTS

I enjoying playing football (though never really had any talent for it!), support Arsenal (through the good times and bad) and spend most of my spare time with Sasha and my two kids Max and Ella. I'm a big rugby fan and I'm very into films (am told I am too old to wear t-shirts with quotes on, but doesn't necessarily stop me) and am currently learning Ju-Jitsu with my son who is probably already better than me!

ROB WILSON

TECHNICAL DIRECTOR



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CAREER

I initially joined the company as a part time consultant in 2016, helping out with the civils team and then joined the team on a permanent basis in 2018 as Technical director with full responsibility for the civils team. I have been in the industry for over 45 years starting off as an apprentice in 1975 and have worked in the Middle East and New Zealand.

PERSONAL INTERESTS

In my free time (not that I have much of that) I enjoy gardening , walking, cycling and occasional trips out on my motorbike. I have a big family with two sons and 6 grandchildren so they take up a large part of my time outside of work.


SPENCER BRYAN

ASSOCIATE DIRECTOR



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CAREER

I joined the business as an Associate at the beginning of 2017 having worked in the public sector for a number of years. Initially taking responsibility for the management and delivery of projects, the role has evolved with a focus towards business development and client management to support the company's growth across all sectors. This involves approaching new clients who the company hasn't worked with previously as well as maintaining existing relationships. I am also responsible for nominating the company for annual awards to demonstrate the breadth of services offered across all our regions. In 2019 I was promoted to Associate Director and work closely with the management team supporting the business, its strategic direction and areas for growth.

PERSONAL INTERESTS

I'm a keen MTB cyclist, enjoying routes around the South Downs, Surrey and Wales. I've also taken up running as this is easier to fit in around family life, although the transition from cycling has not been as easy as I first thought. Apart from that I enjoy spending time with my family on holidays both in England and abroad.

STEVE BASHAM

HEAD OF FINANCE



CAREER

I joined Paul Basham Associates in March 2019 after working for an accountancy firm in Oxford for 8 years. I am a big believer that the role of an accountant is to provide the best possible advice and support, and by doing this the company is able to form a meaningful decision. I love being at the heart beat of a business and helping it to become as efficient and successful as possible. I am also a real team player and fully understand the importance of having strong team spirit. The stronger the team, the stronger the company. We have a great team here at Paul Basham Associates and I am extremely excited about the future.

PERSONAL INTERESTS

Having played professional football for 15 years I think it is fair to say it was and still is a big part of my life. Therefore, weekends are mostly spent with the family either coaching my son's team or watching Oxford United or Southampton. I also like to think I am a bit of a golfer, but in reality a very average to poor one. Nevertheless I love the game.

BRIAN MORTON

SENIOR ASSOCIATE



CAREER

A Chartered Structural Engineer of 26 years, how did that happen!? From the early days as a draughtsman, I was always keen to understand and see how things were put together which sent me down this path. I have worked for a number of consultancies across the south before joining Paul Basham Associates as an Associate in September 2021 to assist in developing the Structural Engineering team in the Fareham office. I have gained a wealth of experience across a number of sectors including residential, Commercial, leisure, retail, healthcare and education with a particular interest in refurbishment and historic buildings

PERSONAL INTERESTS

Sports mad, will pretty much watch anything! and partake in a few. I think my football days are now behind me, the brain says yes but sadly the legs say otherwise! These days I can more than likely be found on the golf course, well more rummaging around in the rough, but every so often one goes straight which keeps luring me back. If not there, I might be on the highways and byways either on or off road cycling. I have a bike for every occasion but still feel there is always space for one more! Recently, I've been drawn to the water and invested in a paddleboard (thankfully I enjoy swimming), definitely work in progress! By way of relaxation I love going to Concerts and seeing live music, I've a fairly eclectic taste which means I won't embarrass myself listing who I've seen, but the one stand out gig was seeing Queen back in 1986 at the old Wembley stadium!

ADAM SHEPHARD

ASSOCIATE

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CAREER

I am a Chartered Civil Engineer (under the ICE) with over 12 years' experience in the UK highway and housing sectors, in both consulting and contracting roles. Throughout my career I have had experience with a range of clients including local authorities, private bodies and Highways England across a variety of contracts such as Private Finance Initiatives, Term Maintenance Contracts and NEC3s. Through my experience I have developed core skills in highway design and detailing, drainage design, team management and technical reporting. I joined Paul Basham Associates in 2018 and oversee the Civil Engineering team, managing the team's workload and ensuring projects are delivered on time and to budget. In my project work, I undertake highways alignment design, Flood Risk Assessments, drainage strategies, and detailed drainage & levels designs.

PERSONAL INTERESTS

I am a keen climber, training indoors but also spending as much time outdoors as I can. I have climbed a lot in the UK, mostly in Cornwall and Dorset, but have also climbed abroad in locations including the Dolomites (Italy), Kalymnos (Greece), Geyikbayiri (Turkey), Todra Gorge (Morocco) and Costa Blanca (Spain); I particularly enjoy multi-pitch free climbing and the longest route I have done is taller than The Shard! I am also partial to a craft beer and enjoy home brewing - particularly the element of experimenting with different styles and flavours.

RUSSELL SCOREY

ASSOCIATE

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CAREER

I joined Paul Basham Associates as an Associate at the start of 2021, with the exciting task of setting up the new Structural Engineering Team. Having studied at Southampton Institute of Higher Education (now Solent University), I became a Chartered Structural Engineer in 1997, and I have worked for a number of local consultancies. I relish the varied workload which structural engineering brings, having worked on a wide range of projects including, sheet pile / reclamation, residential, retail, commercial, leisure, education and some of the most notable historic buildings and monuments in the country.

PERSONAL INTERESTS

In our time away from sport, I enjoy relaxing and watching TV with a glass of wine and going to live music concerts, and am more likely to be seen at Let's Rock or Common People, which has acts from the 70's through to the 90's, rather than anything too modern.

ROB HARDYMAN

ASSOCIATE



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CAREER

After graduating I started working at Dorset County Council in 2008 before moving to Hampshire County Council, to follow my dream career as a Transport Planner! There I gained excellent experience working with developers on their planning applications and even came across a young Paul Basham. While I was at Hampshire I worked part-time towards completing an MSc in Transport Planning and Engineering at the University of Southampton. I left Hampshire to gain experience in private consultancy, which brought me back to live in the South West where I grew up. I finally saw the light and joined Paul Basham Associates in 2018, helping set up the Bristol office, building on the excellent work from Fareham and Oxford. It has been great fun seeing our client base and projects grow, in a city which I am very passionate about.

PERSONAL INTERESTS

I have always been a fitness fanatic and used to compete in both athletics and cycling. I am not as competitive now we have a young toddler but I will always try and squeeze in a run or cycle ride where I can! Other than sport I spend a lot of time renovating our house and trying out exotic recipes. I love Asian food after spending a year studying in Singapore, so I enjoy cooking anything with big flavour and spice!

JES MILLER

ASSOCIATE



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CAREER

I am currently an Associate having started at the company in 2014 as a Graduate Transport Planner. Working through the Graduate Training Programme and being exposed to a range of tasks and clients I quickly progressed with the company through various roles up to my current role. I also completed an MSc in Transportation Planning and Engineering during my time at Paul Basham Associates which has benefitted my role and furthered my understanding of more technical elements such as junction modelling and highway design. My role now is pretty varied, whilst managing projects and staff, I'm still hands on and enjoy writing reports and preparing drawings. I am also involved with our Quality Management System because I am a perfectionist and am a First Aider for the Fareham office.

PERSONAL INTERESTS

Having moved from Bristol to Brighton to Southampton I spend some of my free time seeing friends and family from these places, particularly enjoying a nice cold pint of cider at one of Brighton's many beach bars or at my parents local pub in Somerset. Other than that, I enjoy shopping, eating out or going for nice walks in pretty locations. I'll also happily admit I am quite the gym bunny and enjoy a good sweat session, but I do also really enjoy cake, chocolate and ice cream! Aside from those, my other past time is planning my next holiday and I'll always welcome recommendations.

JAMES RAND

PRINCIPAL TRANSPORT PLANNER

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CAREER

Having originally joined the company as a Graduate in 2013, I now look after the Oxford office and am responsible for ensuring we have a stream of happy clients! My favourite part of the job is the variety from day to day and hour to hour...from site visits for solar farms, to project team meetings for new residential developments to meeting potential clients for coffee, no two days are the same. The other thing I really enjoy is helping graduates and other members of the team develop their skills – I really think it's so important to develop our own talent from within.

PERSONAL INTERESTS

I spend a lot of my spare time watching football, or on city breaks with my girlfriend Alex where we can... that and traipsing around the country to see friends at the weekend!

WILLIAM FAYERS

PRINCIPAL TRANSPORT PLANNER

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CAREER

I joined Paul Basham Associates as a Graduate from Portsmouth University in 2015 having spent some time before that at Ipswich Borough Council in the planning policy team. I worked in our Fareham office for 3 years before moving up to the Oxford office for a brief period and then onto Cambridge to set up our new office in 2019. My work is balanced between business development, generating new business, looking after our existing clients in the east and managing our projects that we work on from our Cambridge office. I am also responsible for the day to day running of the Cambridge office and the development of that region. Although being a fairly new region we have worked on some great schemes already which keeps us busy. I tend to get involved in all types of projects for various clients although I avoid travel plan work at all costs (only joking).

PERSONAL INTERESTS

I'm a BIG sports fan in general and support both Liverpool FC and my home town Ipswich. I also enjoy winning the company's fantasy football competition regularly. I do a bit of hiking and climbed Kilimanjaro in January 2020 and also try and go skiing once a year (not as much as Harry). I also enjoy taking my dog Stanley out for walks in the Suffolk countryside.

KIM HAMMONDS

PRINCIPAL TRANSPORT PLANNER

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CAREER

I started my career as a Graduate for Buckinghamshire County Council (BCC) and over 6 years worked everywhere from policy development to highway maintenance. I was also lucky enough to lead on the transport work for the 2012 Olympic and Paralympic rowing venue for BCC. I then moved on to work for East Hampshire to become the Town Transport Manager for the Whitehill and Bordon Eco-town project before joining the world of consultancy seven years ago. I joined Paul Basham Associates as a Principal consultant at the beginning of 2021.

My range of experience has enabled me to become a Chartered Transport Planning Professional (CIHT) and mentor others to gain their CTPP qualification.

PERSONAL INTERESTS

Before having kids I did a lot of travelling, with extended trips to Asia, South America and Australia over the years. Travelling now is restricted to weekend breaks or package holidays, until my small humans are a little bigger, but I love exploring somewhere new.

I also enjoy keeping fit with roller skating and kickboxing. I used to be part of the Portsmouth Roller Wenches roller derby team and still skate regularly, although not competitively. I am also a kickboxing instructor and gained my black belt in 2020.

ALEX STEPHENSON

PRINCIPAL TRANSPORT PLANNER

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CAREER

I started working at a private sector consultancy in Bristol as an Assistant Transport Planner in 2015 before advancing to Senior Transport Planner by 2018. I moved to Paul Basham Associates the following year and have not looked back! I've worked on a range of projects including mixed-used schemes of 1000+ units as well as some more unusual projects including an Electronics and Photonics Innovation Centre, a Child and Adolescent Mental Health Services (CAMHS) Unit, and the Cambridgeshire Southern Police Station.

PERSONAL INTERESTS

I love cycling and go on regular bike rides, particularly in the summer. I also enjoy watching and playing rugby, eating out, and reading. I'm happiest when on holiday, exploring a part of the world I haven't seen before!

CAITLIN TURLEY

PRINCIPAL TRANSPORT PLANNER

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CAREER

After completing my engineering degree at Durham University, I headed to St Albans, where I started my career in infrastructure engineering. After a year, I transferred into the Transport Planning team in London which felt like a much better fit. Since then, I have worked on a range of different projects, predominantly focused in London and the south, covering large scale mixed use developments, schools, town centre regeneration and even the odd solar park thrown in. My favourite part of the job is design development, working with architects to create multi-functioning spaces that serve the development and its users. At the start of 2021 I decided to take the leap and move to the south coast, joining the company mid-way through 2021.

PERSONAL INTERESTS

During the first lock down, I started my own calligraphy business on the side, creating greeting cards and prints. I find it's a great form of mindfulness and creative release, I love seeing how my skills and style has progressed over this year. Before lockdown struck, I was a keen traveller. I love experiencing different cultures and cuisines, and I can't wait to get back to some adventures in the near future. For now, I'm exploring my new stomping ground and trying to tick off my long list of places to eat and drink on the south coast. I recently bought a paddle board, so at weekends I'm usually out for a paddle or a sea swim.

HARRY CROSS

PRINCIPAL TRANSPORT PLANNER

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CAREER

I joined the company's Fareham Office as a Graduate Transport Planner in June 2014 after studying Geography at the University of Portsmouth. Over the last 6 years, I progressed through the Graduate Training Programme before helping to set up the Oxford office with James Rand in January 2016. This has been one of the most exciting things I have been involved with during my time here and having grown up in Abingdon, it has strangely come full circle that we now have an office in my hometown! In December 2018 I was promoted to Senior Transport Planner. My current role within the Oxford office mostly involves project managing a variety of different schemes and working with the rest of the team to ensure that reports and drawings are all in order to meet client deadlines, and one of my favourite things to get involved with is layout design/input on AutoCAD.

PERSONAL INTERESTS

Like most people, I enjoy meeting up with friends either outside or at the pub, and I also try to go on as many holidays a year as I can cram in. Anything from city breaks, festivals, ski trips, adventure holidays in Asia, I always try to make the most of my annual leave! My favourite places I have been to are Berlin, Bali and Vietnam. In my spare time I try to be active and get involved in as much sport as possible, and I play football and golf on a weekly basis whilst also trying new things out where I can such as scuba diving, road/mountain biking etc. I also love watching films, listening to music/podcasts and getting stuck into a good TV series - I'm always up for any recommendations!