

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!

STEVE BASHAM

FINANCE DIRECTOR



Central



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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.

SPENCER BRYAN

ASSOCIATE DIRECTOR



Southern



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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.

ADAM SHEPHARD

ASSOCIATE DIRECTOR

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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 particular enjoy multi-pitch free climbing and the longest route I have done is taller than the The Shard! I am also partial to a craft beer and enjoy home brewing - particularly the element of experimenting with different styles and flavours.

CHRIS OWEN-HUGHES

SENIOR ASSOCIATE

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CAREER

I'm an experienced leader, Chartered Civil Engineer, and member of the ICE, with expertise in land development across residential and commercial projects of various scales. My technical background is predominantly in drainage and flood risk, with capabilities that include preparing complex flood risk assessments, hydraulic modelling, surface and foul water drainage designs, innovative SuDS schemes, and water and nitrate neutrality. I'm also experienced in highway design and section agreements. I possess extensive experience in supporting developments at all stages of the planning process and construction. I started my career in contracting, working for the Vinci Eurovia group, but later moved into consultancy, where I worked for a number of multinational engineering consultancy firms. My experience covers a wide range of projects, from residential developments to the Docklands Light Railway regeneration, film studios, and a championship golf course. In my role leading the engineering team at Paul Basham Associates, I am fortunate to work with highly skilled engineers and technicians to deliver a fantastic service for our clients.

PERSONAL INTERESTS

I enjoy spending as much time as possible adventuring in the mountains with my wife. We enjoy hiking, climbing, and doing Via Ferrata in the summer, preferably in Spain or Italy, where we can enjoy the lovely food, wine, and culture. In the winter, I am a keen skier, though sadly I spend more time dreaming of the slopes than skiing them. I also enjoy sailing, climbing, cycling, and walking my German Shorthaired Pointer in the Hampshire countryside.

MEAGAN WEEDON

SENIOR ASSOCIATE



Southern



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CAREER

I joined Paul Basham Associates in June 2024 as an Associate Civil Engineer. With over 17 years' experience in the industry; I have delivered a number of Residential, Medical, and Commercial developments of various scales - in the UK and in Africa. I have extensive experience and knowledge in the designing, project managing and delivering of these projects from planning right through to detail design groundworks, and finally to construction issue along with on-site support. My capabilities include detailed modelling of Levels, Highways Design, Surface Water and Foul Water Design Strategies, preparing of Flood Risk Assessment and Sectional Agreements (Highways and Drainage).

PERSONAL INTERESTS

In my spare time I enjoy spending time with my two daughters and husband, whether it be a bike ride through the countryside or a picnic in the garden. As I have recently moved to the UK (just over 3 years ago) I enjoy exploring all the beautiful places it has to offer.

I also enjoy being creative, anything from drawing to refurbishing furniture and bonding with animals - especially my Miniature Schnauzer. I would have a farmyard in my garden if my husband would allow it!

BARRIE REGISTER

ASSOCIATE STRUCTURAL ENGINEER



Southern



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CAREER

I started my career in Engineering at 17 making tea and printing drawings for Consulting Civil & Structural Engineers whilst attending college on day release. I have spent most of my working career in Structural Engineering with a couple of forays in manufacture and modular housing working as a contractor and staff member. Doing both Engineering and Draughting roles, I have gone from drawing by hand to fully embracing AutoCAD and Revit. I have worked on a large variety of projects from 50 storey towers to house extensions and most things in between. I have a keen interest in all things Engineering!

PERSONAL INTERESTS

Aside from my duties as chef and taxi driver for my wife and daughter, outside work I have 2 main interests: Kitesurfing and making stuff in my garage! I have been kitesurfing for 24 years and have travelled the world in the pursuit of wind, enjoying nothing more than being alone a mile out to sea. I have been making my own kitesurf boards for 20 years. I also enjoy making furniture, gates, and skateboards in my fully equipped workshop.

WILL FAYERS

SENIOR ASSOCIATE

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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.

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

Jes is currently on maternity leave and we look forward to welcoming her back in 2025!

JAMES RAND

ASSOCIATE



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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!

TOM FISHER

ASSOCIATE



Southern



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CAREER

I started on the transport planning journey at Hampshire County Council in 2015, after a previous career as a chef. I worked in the Development Planning team at Hampshire County Council for almost 8 years working my way up from Assistant Transport Planner to Senior Transport Planner and during this time I enjoyed working with consultants and developers on varying scales of projects from one dwelling and a helipad to major development sites and a couple of NSIPs. I gained my MSc in Transportation Planning and Engineering from Southampton University in 2020. I am excited to further develop my skills at Paul Basham Associates and I am looking forward to getting involved in many exciting development projects.

PERSONAL INTERESTS

Football is a big part of my life and I enjoy playing 5 a side weekly and supporting Tottenham Hotspur and until recently I was a season ticket holder. I love watching my son play football on weekends and hope that he grows up to be as good as Eric Dier. If that wasn't enough, I also co-host a weekly football podcast where my extremely limited and awful football opinions are broadcast. I am an unashamed self-confessed Harry Potter nerd and read the series once a year and I am currently reading these to my son. If I am not doing the above, I enjoy spending weekends with my family and finding new places for my son to play!

IAN SAUNDERS

ASSOCIATE



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CAREER

I joined Paul Basham Associates at the start of October 2023 to join the team at Welborne as Project Manager, primarily ensuring efficient resourcing, timescales are met without compromising quality and that we further build our relationship with our client. My passion, and strength is building long-term relationships and I hope that I can be a big part of helping the team develop and grow together.

In my early career, I worked for a Temporary Traffic Management business in the West Midlands, starting off straight out of school as the Office Administrator and over nearly a decade worked up to Contracts Manager, ensuring the business met the needs of my varied client portfolio. More recently, I led the Carriageways team on the Isle of Wight PFI, responsible for the road network upgrade programme.

PERSONAL INTERESTS

Living on the Isle of Wight, there's always an adventure to be had that usually ends up in a pub lunch for a swift pint/fruitshoot with my wife and three-year-old Son. I enjoy watching F1 all year round and I'm a summer only motorcyclist and (bad) golfer!

HARRY CROSS

ASSOCIATE



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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!

KIM HAMMONDS

BUSINESS LEAD FOR TPC



Southern



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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 Wench roller derby team and still skate regularly, although not competitively. I am also a kickboxing instructor and gained my black belt in 2020.

CHRIS CALLAWAY

PRINCIPAL TRANSPORT PLANNER



Eastern



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CAREER

I've joined Paul Basham Associates with ten years' experience as a transport planner following my master's degree in Urban Regeneration and Development at Manchester University. I have a wide range of experience across a mixture of new and regeneration schemes for a variety of land uses including residential and educational as well as large scale solar farms and highway schemes. My early parts of my career included a graduate rotation including development control and strategic and public transport modelling and I have experience in junction modelling and junction design. I am excited to join Paul Basham Associates and see the growth of the Cambridge team.

PERSONAL INTERESTS

I have two young boys which keep me busy and active with a variety of activities and as a family we enjoy travelling to and exploring new places. I am a keen rugby supporter and regularly attend Northampton Saints games. I also enjoy cycling, swimming and tennis as well as watching football.

SHAAN NOVITZKI

PRINCIPAL TRANSPORT PLANNER



Southern



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CAREER

I joined the company as a graduate in June 2016 where I completed the Graduate Training Programme. I am now a Senior Transport Planner and have had the opportunity to be involved in mentoring and training new graduates as well as helping to shape our graduate training programme. My favourite aspect of being a Transport Planner is being able to overcome tricky challenges and receiving a great outcome for our clients. It is also great to work as part of a large team of consultants as this allows you to talk to different people and learn more about other aspects of the project that you may not have already considered.

PERSONAL INTERESTS

I became a mum in 2022 to a little boy called Luke and spend my free time taking him out for adventures with my husband Alan. I love visiting the zoo and love that I have child as an excuse to visit so much!

When we are not at the zoo, we are often talking our dog Nova out for long walks along the coast. I also enjoy spending time relaxing and catching up with friends and family.

NICK BELL

PRINCIPAL TRANSPORT PLANNER



Eastern



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CAREER

I began my career in transport planning in 2018 in Leeds after graduating with a MEng in Civil Engineering from the University of Nottingham. I developed experience in transport planning as a graduate working on schemes across the entirety of England over a wide range of use classes, including residential, commercial and education. I then worked in the public sector at Leeds City Council and was involved in assessing proposed highway works in Aimsun and analysing bus journey time and car parking data to review implemented schemes. For my previous role I worked at a London-based transport planning company, working on and managing several complex and constrained London projects, including in the commercial, healthcare and heritage markets. My love a challenging project and will always be around to chat about junction or microsim modelling. I joined Paul Basham Associates in January 2025 to work in the Cambridge office.

PERSONAL INTERESTS

I am a very active person who loves exercise and sports. I am a keen football fan, supporting Leeds United and playing 5aside on a regular basis and I have played golf since a young age, continuing to play whenever I get a chance. When I am not playing sports, you might find me at the gym lifting weights or listening to music, where I try to go to as many gigs as I can.

ERVIS KOCI

PRINCIPAL HIGHWAY ENGINEER



Southern



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CAREER

I started my career in highway engineering with Paul Basham Associates in October 2015 and since then have undertaken an extensive range of highways schemes. I have developed my knowledge base around Highway Design, Highway Construction and Civil Engineering practices and continuing to work on projects of all scales and locations across several land use categories, including Residential, Retirement and Commercial. I have over 11 years' of engineering experience across a variety of sectors, and after a few years with the company I have developed core skills in the S278's sector and highway design. I am mostly focused in producing technical drawings through the Preliminary, Detailed Design, Construction and As-built phases of a project.

PERSONAL INTERESTS

I am very passionate about technology, particularly electronics and computers. I like to spend my time reading about new technological innovations around the world, and whenever I have the chance, I could spend hours trying to fix or upgrade old pc's. I also enjoy movies and am always keen to visit the cinema.

NICK HARMER

PRINCIPAL ENGINEER



Southern



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CAREER

I joined Paul Basham Associates Welborne team in April 2023 as a Senior Engineer with eight years' experience in engineering. I have worked my way up from an Apprentice to Senior Engineer and have worked on large scale mixed-use developments across the UK, most notably the Wellesley and Berewood developments in Hampshire. My experience includes highway and drainage design from concept through to detailed design and approval via S38, S278 & S104 agreements from small highway improvement schemes to complex large scale traffic signal junctions and roundabouts. I graduated from Kingston University in 2021 gaining a first-class degree in BEng Civil Engineering. I'm excited to join Paul Basham Associates and am looking forward to seeing the growth of the Welborne team.

PERSONAL INTERESTS

In my spare time, I enjoy going on hikes and mountain biking as well as meeting up with friends and family. I like to watch the F1 and various films along with gaming when I get a spare moment.