

SENIOR LANDSCAPE ARCHITECT

JOB SUMMARY:

As a Senior Landscape Architect, you will take a leading role in the design, development, and delivery of diverse, high-end landscape projects across the UK and internationally. This is an exceptional opportunity for a highly creative, technically gifted designer to shape and influence landmark schemes, including luxury private estates, premium commercial developments, prestigious public realm initiatives, and world-class resorts.

You will bring outstanding design flair and innovation to every project, pushing boundaries to create visually striking, one of a kind landscapes that seamlessly balance aesthetics with functionality. You will collaborate with multidisciplinary teams, guiding projects from concept to completion while mentoring junior staff. Additionally, you will be responsible for delivering projects on time, within budget, and to the highest standard, with an unwavering focus on quality, efficiency, and client satisfaction.

In return, you will receive ongoing professional development and the opportunity to refine your leadership skills, supporting both your personal growth and the success of the team.

The ideal candidate will be an exceptional designer with a deep passion for landscape architecture, a strong track record in high-end projects, and a proactive, strategic approach to project delivery. Experience in designing landscapes for luxury resorts or exclusive residential developments would be a distinct advantage. This role is suited to someone who thrives in a dynamic, design-driven environment and is committed to pushing creative boundaries while fostering team excellence.

SKILLS:

- An exceptional conceptual and technical designer, with an emphasis on producing high-quality, innovative, and creative design solutions.
- Strong communication skills: the ability to convey ideas clearly and confidently through writing, drawing, and verbal interactions with both internal and external teams, as well as clients.
- Strong aptitude for learning and quickly acquiring new skills and knowledge.
- Strong critical thinking abilities, with the capacity to evaluate complex situations, identify key issues, and develop innovative solutions.
- Experienced in the following software:
 - AutoCAD (Essential)
 - Adobe Creative Suite (Essential)
 - Microsoft Office (Essential)
 - Sketch-up (Preferred)
 - NBS (Preferred)
 - Enscape(Desired)
 - Revit (Desired)

- Chartered Landscape Architect or Equivalent Knowledge or equivalent knowledge or qualification.

KEY RESPONSIBILITIES:

PROJECT INVOLVEMENT / DESIGN

- Lead the development of landscape designs from inception to completion, ensuring each concept is thoughtfully considered and aligns with client specifications and budget requirements. Balance creativity with practicality in every design element, while adhering to current design standards and maintaining ASD's quality throughout all RIBA Stages of Work.
- Lead the creation of graphic content for presentations, concept designs, and detailed design work.
- Prepare reports, presentations, technical drawings, and specifications for planning applications and construction contracts.
- Lead the execution of various landscape projects by coordinating with clients and contractors, preparing contract documentation, overseeing the appointment and supervision of contractors (including internal teams), and managing contract administration.
- Support and manage the delivery of ASD's services within budget, targets, and timescales, while leading the landscape design process and ensuring that quality objectives are met.
- Attend site visits and meetings as projects require, representing the company in a professional manner
- Foster excellence in landscape design and support ASD in achieving its goal of leading the field in design.
- Responsible for Construction Design and Management (C.D.M.) and Health & Safety legislation affecting project implementation, and able to take appropriate steps to ensure compliance.
- Collaborate within multi-disciplinary project teams, both internal and external, to facilitate project delivery through effective written and verbal communication. Lead on behalf of ASD, ensuring the delivery of a professional and seamless service to clients.
- Working towards effectively presenting landscape projects to clients and multi-disciplinary teams, both verbally and visually.

PROJECT MANAGEMENT

- Maintain, manage, and organize records and information in line with the company's project management and folder system.
- Direct the delivery of ASD's services within the budgets, targets, and timescales agreed with Associates, Line Managers, and the Principal.
- Review and carry out quality checks on information produced by colleagues, ensuring standards of presentation, design, and materials are met prior to issuing.
- Monitor and manage resources to ensure schemes are delivered within budget using ASD's management system, reporting and discussing concerns with the appropriate Project Manager (Associate).
- Optimize systems and processes to enhance the design, implementation, and maintenance of high-quality, sustainable landscape schemes, while ensuring

effectiveness, staff profitability, productivity, and the delivery of the best service to clients.

PROFESSIONAL DEVELOPMENT

- Participate in training and actively engage in career development opportunities, including leading, motivating, and developing the skills and knowledge of other staff to support yours and their professional growth.
- Embrace innovation, creativity, and research in every aspect of your role while supporting and encouraging your colleagues. Contribute fresh ideas, explore emerging design trends, and engage in research-driven solutions to create sustainable and visually inspiring landscapes. Collaborate with and mentor team members, sharing knowledge and fostering a creative and supportive work environment. Continuously refine your skills in concept development, material exploration, and ecological design strategies while helping others grow in their roles. Actively contribute to planning, enabling initiatives, and organizing program events for the entire Landscape Team, fostering a strategic, forward-thinking approach to design and project development. Stay proactive in seeking new approaches to design challenges, integrating technology, and staying up-to-date with industry best practices.

LEADERSHIP

- Ensure that innovation, creativity, and research are encouraged, supported, and incorporated into the forward programme for the entire Landscape Team.
- Foster and inspire a collaborative team environment to deliver high-quality projects, actively contributing as a dedicated, hands-on team player.
- Act as a line manager for staff, providing daily support, guidance, and mentorship to help them excel in their roles, develop professionally, and achieve team objectives.
- Support the principal in ensuring the Landscape Team is effectively and efficiently managed to meet the company's needs and objectives.

NEW WORK / BIDS

- Assist with the preparation and submission of competitive bids and tenders, ensuring alignment with client requirements and company capabilities. Help define fee structures clearly and establish comprehensive scope-of-service agreements for each project to ensure transparency and mutual understanding. Support the negotiation of contract terms, ensuring that fee agreements and contractual obligations are clearly defined, and manage any variations or amendments to the contract in a timely manner.
- Assist with monitoring and assessing the effectiveness of schemes, reflecting on both successes and areas for improvement, while identifying opportunities for future development to enhance ASD's offerings and support its objectives moving forward.
- Assist the Principal in identifying and pursuing new business opportunities within the landscape sector, while cultivating and strengthening relationships with current and potential clients to drive business growth.

OTHER

- Comply with all organisational policies, procedures, and systems.

- Be aware of and assume the appropriate level of responsibility for Health and Safety within the office, for other staff, and in relation to design work (CDM), reporting any concerns.
- Ability to take incoming and make outgoing telephone calls as required, conversing with clients in a clear manner.
- Ensure that all work produced conforms to design templates, is correctly branded, and meets the quality standards expected by ASD.
- On occasion, you may be required to spend time away from the office, which may involve long hours of travel to and from domestic and/or international destinations.
- Ability to work independently or collaboratively as part of a team.
- Ability to work both independently and collaboratively within a team. Strong time management skills, with the ability to prioritise tasks, meet deadlines, and stay organised. Effectively plans and adjusts work to ensure tasks are completed accurately and on time, maintaining focus on key responsibilities.
- Participate in resource meetings, identifying concerns and opportunities within teams across the office to better balance project demands, ensuring projects are delivered effectively while optimising staff utilisation based on skills, productivity, and effectiveness.

You may be assigned a custom role with specific responsibilities, including tasks beyond or in addition to the standard duties above

ASSOCIATE LANDSCAPE ARCHITECT

JOB SUMMARY:

As an Associate Landscape Architect, you will play a key leadership role in overseeing the design, development, and successful delivery of a diverse portfolio of landscape projects, both in the UK and internationally. This is a unique opportunity to manage high-profile projects, from inception to completion, with a focus on a wide range of sectors including residential, commercial, and public realm.

You will be responsible for leading teams, guiding project strategy, and maintaining strong client relationships, all while driving the quality and sustainability of the design. Additionally, you will mentor and support junior staff, helping to foster a collaborative and high-performing team environment. You will also contribute to the overall management and strategic direction of the company, playing an integral role in shaping its future growth and success.

Ongoing professional development opportunities will be provided to enhance your leadership capabilities and further your career growth.

The ideal candidate will have significant experience in landscape architecture, a deep commitment to high-quality sustainable design practices, and the ability to manage complex projects while delivering exceptional results. This role is perfect for someone with a strong background in team management and client-facing responsibilities, eager to take on a more strategic leadership role in a dynamic and growing firm.

SKILLS:

- A strong and well-rounded skill set in design, with an emphasis on producing high-quality, innovative, and creative design solutions.
- Strong communication skills: the ability to convey ideas clearly and confidently through writing, drawing, and verbal interactions with both internal and external teams, as well as clients.
- Strong aptitude for learning and quickly acquiring new skills and knowledge.
- Strong critical thinking abilities, with the capacity to evaluate complex situations, identify key issues, and develop innovative solutions.
- Experienced in the following software:
 - AutoCAD (Essential)
 - Adobe Creative Suite (Essential)
 - Microsoft Office (Essential)
 - Sketch-up (Preferred)
 - NBS (Preferred)
 - Enscape (Desired)
 - Revit (Desired)
- Chartered Landscape Architect or Equivalent Knowledge or equivalent knowledge or qualification.

KEY RESPONSIBILITIES:

PROJECT INVOLVEMENT / DESIGN

- Lead the development of landscape designs from inception to completion, ensuring each concept is thoughtfully considered and aligns with client specifications and budget requirements. Balance creativity with practicality in every design element, while adhering to current design standards and maintaining ASD's quality throughout all RIBA Stages of Work.
- Lead the creation of graphic content for presentations, concept designs, and detailed design work.
- Prepare reports, presentations, technical drawings, and specifications for planning applications and construction contracts.
- Lead the execution of various landscape projects by coordinating with clients and contractors, preparing contract documentation, overseeing the appointment and supervision of contractors (including internal teams), and managing contract administration.
- Support and manage the delivery of ASD's services within budget, targets, and timescales, while leading the landscape design process and ensuring that quality objectives are met.
- Attend site visits and meetings as projects require, representing the company in a professional manner
- Foster excellence in landscape design and support ASD in achieving its goal of leading the field in design.
- Responsible for Construction Design and Management (C.D.M.) and Health & Safety legislation affecting project implementation, and able to take appropriate steps to ensure compliance.
- Collaborate within multi-disciplinary project teams, both internal and external, to facilitate project delivery through effective written and verbal communication. Lead on behalf of ASD, ensuring the delivery of a professional and seamless service to clients.
- Working towards effectively presenting landscape projects to clients and multi-disciplinary teams, both verbally and visually.

PROJECT MANAGEMENT

- Maintain, manage, and organize records and information in line with the company's project management and folder system.
- Direct the delivery of ASD's services within the budgets, targets, and timescales agreed with Associates, Line Managers, and the Principal.
- Review and carry out quality checks on information produced by colleagues, ensuring standards of presentation, design, and materials are met prior to issuing.
- Lead projects by effectively monitoring and managing resources, ensuring schemes are delivered within budget while utilizing the ASD management system. Provide guidance and support to junior staff, helping them overcome challenges and develop their skills in project management and resource optimization.
- Optimize systems and processes to enhance the design, implementation, and maintenance of high-quality, sustainable landscape schemes, while ensuring effectiveness, staff profitability, productivity, and the delivery of the best service to clients.

PROFESSIONAL DEVELOPMENT

- Participate in training and actively engage in career development opportunities, including leading, motivating, and developing the skills and knowledge of other staff to support yours and their professional growth.
- Embrace innovation, creativity, and research in every aspect of your role while supporting and encouraging your colleagues. Contribute fresh ideas, explore emerging design trends, and engage in research-driven solutions to create sustainable and visually inspiring landscapes. Collaborate with and mentor team members, sharing knowledge and fostering a creative and supportive work environment. Continuously refine your skills in concept development, material exploration, and ecological design strategies while helping others grow in their roles. Actively contribute to planning, enabling initiatives, and organizing program events for the entire Landscape Team, fostering a strategic, forward-thinking approach to design and project development. Stay proactive in seeking new approaches to design challenges, integrating technology, and staying up-to-date with industry best practices.

LEADERSHIP

- Ensure that innovation, creativity, and research are encouraged, supported, and incorporated into the forward programme for the entire Landscape Team.
- Foster and inspire a collaborative team environment to deliver high-quality projects, actively contributing as a dedicated, hands-on team player.
- Act as a line manager for staff, providing daily support, guidance, and mentorship to help them excel in their roles, develop professionally, and achieve team objectives.
- Manage and coordinate a team, overseeing recruitment, performance reviews, and HR-related processes in collaboration with internal and external HR teams. Foster cross-team collaboration by encouraging the exchange of ideas and cooperation between staff, teams, and departments.
- Support the principal in ensuring the Landscape Team is effectively and efficiently managed to meet the company's needs and objectives.

NEW WORK / BIDS

- Lead the preparation and submission of competitive bids and tenders, ensuring alignment with client requirements and company capabilities. Define fee structures clearly and establish comprehensive scope-of-service agreements for each project to ensure transparency and mutual understanding. Oversee the negotiation of contract terms, ensuring that fee agreements and contractual obligations are clearly defined, and manage any variations or amendments to the contract in a timely manner.
- Monitor and assess the effectiveness of schemes, reflecting on both successes and areas for improvement, while identifying opportunities for future development to enhance ASD's offerings and support its objectives moving forward.
- Assist the Principal in identifying and pursuing new business opportunities within the landscape sector, while cultivating and strengthening relationships with current and potential clients to drive business growth.

OTHER

- Comply with all organisational policies, procedures, and systems.

- Be aware of and assume the appropriate level of responsibility for Health and Safety within the office, for other staff, and in relation to design work (CDM), reporting any concerns.
- Ability to take incoming and make outgoing telephone calls as required, conversing with clients in a clear manner.
- Ensure that all work produced conforms to design templates, is correctly branded, and meets the quality standards expected by ASD.
- On occasion, you may be required to spend time away from the office, which may involve long hours of travel to and from domestic and/or international destinations.
- Ability to work independently or collaboratively as part of a team.
- Ability to work both independently and collaboratively within a team. Strong time management skills, with the ability to prioritise tasks, meet deadlines, and stay organised. Effectively plans and adjusts work to ensure tasks are completed accurately and on time, maintaining focus on key responsibilities.
- Participate in resource meetings, identifying concerns and opportunities within teams across the office to better balance project demands, ensuring projects are delivered effectively while optimising staff utilisation based on skills, productivity, and effectiveness.
- Attend management meetings and actively contribute to discussions regarding the company's strategic direction, overall success, and operational effectiveness. Provide insights and feedback on key initiatives to help shape decisions that drive organizational growth, improve processes, and enhance performance across teams.

You may be assigned a custom role with specific responsibilities, including tasks beyond or in addition to the standard duties above