

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

COMPANY OVERVIEW:

Andy Sturgeon Design (ASD) is a creative, forward-thinking landscape architecture and garden design studio with a passion for crafting beautiful, sustainable spaces that enhance both the environment and the lives of those who experience them. Since 1988, we've designed nearly 1,000 unique landscapes across the UK and internationally, each tailored to reflect our clients' personalities and values. We believe no two projects should look or feel the same, so we listen carefully to our clients to create thoughtful designs that connect people to nature, architecture, and each other.

What makes us different? At Andy Sturgeon Design, we're passionate about creating innovative, design-led landscapes that not only look stunning but also work harmoniously with the environment. We take sustainability seriously, crafting regenerative landscapes that boost biodiversity, improve soil health, and actively address climate change through thoughtful and forward-thinking design solutions. Every project is infused with a strong conceptual foundation that guides our creative direction, ensuring a balance between aesthetics, functionality, and ecological sensitivity.

Collaboration drives our creativity. We thrive on working with artists, craftspeople, and consultants to enhance our designs with unique details, textures, and layers of

meaning. By weaving artistry into our process and embracing innovation, we deliver landscapes that are not only beautiful and functional but also deeply thoughtful and original.

Our studio is a welcoming and inspiring place to work. With a 25-strong team of talented, passionate professionals, we're big enough to take on complex projects but small enough to feel like family. We offer mentorship, ongoing development, and a vibrant mix of social and learning opportunities, including an annual overseas study trip! At ASD, we're not just about great designs; we're about building relationships, championing creativity, and making a positive impact on the planet—one landscape at a time."

LOCATION:

Our main office is located in central Brighton (BN1 1UB), surrounded by vibrant amenities like bars and beaches, with the beautiful South Downs just a short distance away. We're also in the process of opening a satellite office in London. While we recognize the benefits of remote work, this position requires a majority of in-person attendance at either office to provide the necessary support and guidance.

BENEFITS:

We offer a comprehensive benefits package, including: Employee Assistant programme including income protection and enhanced sick pay Life insurance Critical illness cover Increasing holiday allowance with years of service

CULTURE:

We believe in having fun together! Regular events and trips are organised for all staff, including admin team members. These include annual overseas trips to visit gardens, nurseries, cultural sites, and artisan producers.

Applications should be sent to: careers@andysturgeon.com with 'Senior Landscape Architect Application' as subject line.