

Hems Studio, 86 Longbrook Street
Exeter, Devon, EX4 6AP
+44 (0) 1392 927172

Studio 505, E1 Studios, 7 Whitechapel Road
London, E1 1DU
+44 (0) 2081 917131

C/o Dualchas - Àrainn Ostaig, Sabhal Mòr Ostaig, Teangue
Isle of Skye, IV44 8RQ
+44 (0) 2081 917131

The logo for Harris Bugg Studio is a bright yellow square containing the text "HARRIS BUGG STUDIO" in a bold, black, sans-serif font. The text is arranged in three lines: "HARRIS" on the top line, "BUGG" on the middle line, and "STUDIO" on the bottom line.

HARRIS
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STUDIO

Senior Landscape Designer/Landscape Architect

March 2024

Background

We are an award-winning landscape practice founded in 2017 at an exciting time in our development. We're looking for an experienced, creative and driven Senior Landscape Designer/Landscape Architect (7+ years experience) to join us, working on a variety of prestigious public, private and commercial gardens, spaces and landscapes.

The successful candidate will lead projects through the entire design process, including creative and concept proposals, design development, technical and tender, construction, planting, and final delivery. They will also support the mentoring and development of other members of the team and supervise projects with them.

More about us

We're a values-driven, award-winning landscape design practice working on residential, commercial, botanic, historic and public gardens across the UK and Europe. Our work is consistently award-winning, including six gold medals at RHS shows, RHS Chelsea 2023 Best in Show, Landscape Institute awards and two awards at MIPIM 2023.

Our projects tend to be found in sites where a careful consideration of location is essential - heritage, conservation and ecology all being key. Our design work is developed in dialogue with the setting and stories of place, and our design decisions are guided by our commitments we lay out in our studio values manifesto, The Common Good.

We have three studio locations, in London (Whitechapel), Devon (Exeter) and Scotland (Isle of Skye) and team currently of 12. Our preference for this role is London-based, where six of our team are based, and with whom you'd be working with closely. However, for the right candidate we are open to discussion on other locations. There may be travel to work in locations across the UK and in Europe.

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The Common Good and our studio values

The Common Good outlines our continued undertaking to parallel the creativity, ethics and quality of our work with a studio that is progressive and reciprocal. Central to this is a vision of connecting people and nature, designing and creating landscapes that respect the spirit of place, and being environmentally and ethically responsible in our business practices.

- People - Full-timers work a 4.5 day week for 5 days salary and enjoy a range of benefits including railcards, free HRT prescriptions, flexible working, sabbaticals, a generous professional development programme and more. Recent studio trips in the past quarter have included Knepp, the Newt and first aid and mental health first aid training for all.
- Place – We make gardens and landscapes that are right for their place and their requirements. Our work respectfully weaves these together to produce beautiful, memorable and lasting spaces.
- Planet - We take the greatest of care in our responsibilities as landscape designers; sustainability and resilience is integrated throughout our work at every level.

Essential qualifications, skills and experience:

- Degree or Diploma in Landscape/Garden Design or Landscape Architecture
- Circa 7 years proven experience in the successful and profitable design and delivery of relevant landscape projects for a garden design or landscape architecture practice.
- A proven track record of interpreting a brief, developing garden and landscape designs that match the client requirements and budget and delivering these successfully.
- You be able to take a strategic view on site master planning and yet laser focus in on those essential high-quality details that make the design.
- We are a Mac-based studio. Comprehensive experience in the Adobe suite is essential. We use Vectorworks 2D and 3D – strong skills in this software is preferable although we can provide training for those with existing AutoCAD skills.
- Clear and compelling graphic, verbal and written communications skills to communicate ideas, issues and solutions.
- You will have had thorough, end-to-end experience of the full design process, from concept and creative, to technical detailing and tender, and liaising with landscape contractors, fabricators and nurseries to ensure the design vision has been successfully realised.
- Experience of site inspections and supervision of independent contractors and specialists is essential, as is an understanding of budgets and developing researched and considered solutions to challenges.
- Proven project management and co-ordination skills, and completing work to the highest standard to ensure they meet scope, deadline and profitability requirements.

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- Mentoring and management experience is essential. Our studio has a strong culture of collaboration and you will be working with a number of people across all projects, and mentoring less experienced members of the team both in person and virtually.
- You will have worked in both multi-disciplinary teams on larger landscape projects, as well as specialist in more intimate garden sites, and proven working knowledge of horticulture, hard materials, soil health, water management and other key elements.
- You will have experience of the competing demands of projects, work planning management strategies and an understanding of the requirements of profitable delivery of work. We have invested in a best-in-class work management software to support us all in this. As senior lead on projects you will be taking an overall view on the reporting of, efficiency and profitability of your projects, and projecting ahead to the resourcing requirements projects will need to be successfully delivered. Good planning and analytical skills are therefore essential for this role.
- You must be eligible to work in the UK, possess any relevant visas and be fluent in spoken and written English.

Personal attributes

The following attributes are essential:

- Self-aware and responsible: will take responsibility for their own actions; is accountable; strives to improve and develop skills; is reliable even under pressure;
- Receptive: has a willingness to take feedback and advice; open to new ideas; can bring their own ideas; is flexible;
- Driven: has a positive, can-do attitude and applies themselves consistently; is motivated, reliable, punctual, well organised, goes the extra mile, can work alone with clear direction; has excellent attention to detail; has strong levels of autonomy but can work constructively as part of a team;
- Informed: personally strives to stay up to date with what's going on inside the studio but also in the sector more widely and other related sectors
- Communication: an appreciation of good design and graphics; strong communication skills including spoken and written English.

Salary

Competitive, dependent on qualifications and previous relevant experience.

Application process

- Please send the items below to studio@harrisbugg.com with 'Senior Landscape Designer/Architect' in the title.
- Your CV & covering letter which should tell us about one garden or landscape that inspires you, and why.
- Portfolio – please ensure you clearly identify your own work and work that is collaborative.

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Timescales

- Deadline for receipt of your application: Wednesday 27th March 5pm.
- We will let you know by Thursday 28th March, 5pm if you have been shortlisted for interview.
- It is expected that interviews will take place in the first instance by video on 3rd/4th April, with second interviews where required within the following fortnight.
- Start date: as soon as possible

Equity of opportunity

We are committed to building a practice that is inclusive, representing a variety of backgrounds, cultures, experiences, and perspectives, and particularly encourage applications from under-represented groups in the landscape design sector. If you would like to discuss any accessibility requirements for the recruitment process or the role, please do let us know via the email above.