

Hems Studio, 86 Longbrook Street  
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C/o Dualchas - Àrainn Ostaig, Sabhal Mòr Ostaig, Teangue  
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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.

## Planting Designer

Autumn 2024

### Background

We are looking for a highly experienced Planting Designer with a strong and demonstrable track record to work on our projects which range in location from the Hebrides to Cornwall to London, and in size from large rural estate masterplans to intimate city roof terraces.

We are open to discussion with the right candidate as to whether this is a freelance contract or a permanent contract. We are also open to dialogue on hours – we currently work a 4.5 day week as standard but would be open to exploring this with you.

We're progressive practice in both how we make work and what we deliver. We are a studio that continually looks to improve, grow and deliver outstanding work and we're looking for someone to help drive that further in our planting design on a day-to-day level.

### 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.

[studio@harrisbugg.com](mailto:studio@harrisbugg.com) | [www.harrisbugg.com](http://www.harrisbugg.com)

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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, the Horniman, Erith Exchange as well as 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:

- 5 years proven experience in high quality planting design and RHS Level 2
- You be able to take a strategic view on planting and also laser focus in on those essential high-quality details that make the work sing
- Strong sketching, graphic, verbal and written communications skills to communicate planting ideas, as well as foundational skills in Indesign.
- You will have had thorough experience of the issues that drive successful planting: soil, drainage, water use, resilience, sustainability and the importance of working with those who care for and nurture the gardens we make in the long term.
- You will have had extensive experience liaising with nurseries, landscape contractors, horticulturalists and gardeners. Experience of site inspections and setting out essential.
- Proven project management, budget management and co-ordination skills with experience of working under pressure and completing work to the highest standard for deadlines.
- 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 is key to this. Experience in this is preferable.
- You must be eligible to work in the UK, possess any relevant visas and be fluent in spoken and written English.

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## 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.

## Job responsibilities

- Research of suitable planting materials, new approaches and relevant soft landscaping matters (eg soil health) to ensure our projects are beautiful, relevant, resilient, robust and successful.
- Work closely alongside the Studio team on design concepts & development with particular focus on planting design. Research and create project inspiration mood-boards, presentations & sample boards to showcase the design.
- Test and develop planting concepts for projects, and take these forward in discussion with the design team and client into developed design, detailed planting plans, schedules for pricing, sourcing, procurement, options for substitutions, installation and after care with nominated contractors and clients
- Develop relevant budgets, tender information, schedules, documentation, and project coordination for multiple projects as they specifically relate to planting
- Liaise with nurseries, and/or manage studio team members to assist you, on opportunities for plant procurement and/or contract growing by requesting photographs, weights, sizes and all relevant information required for installation and successful planting
- Attend site visits, nursery visits, tagging trips, conferences and workshops. Some of these trips may include travelling for periods of time out of the UK.
- Actively mentor and support other members of the studio team to develop their planting skills and knowledge. We try to ensure planting as a discipline is not kept in specialist silos and that everyone has a chance to learn.
- Demonstrate a good understanding of related factors that impact on the success of planting projects including but not limited to soil health and structure, irrigation and drainage, and the confidence to liaise on such matters with relevant parties for optimal outcomes.

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- Work with clients and/or their gardeners as projects are completed to develop the garden over time with additional planting including but not limited to replacements and failures, seasonal/ephemeral/bulb planting
- Demonstrate an active commitment to your own Continuing Professional Development; an ongoing interest in and awareness of industry trends, precedent images, new plants, nurseries and suppliers and planting details/methods.

### Salary

Competitive, dependent on previous relevant experience.

### Application process

- Please send the items below to [studio@harrisbugg.com](mailto:studio@harrisbugg.com) with 'Planting Designer in the title.
- Your CV & covering letter which should tell us about one planting project, not your own, that inspires you and why. Your covering letter should also include any contract preferences – freelance or permanent, part-time or full-time
- Portfolio – please ensure you clearly identify your own work and work that is collaborative. We work across a range of scales and planting approaches from large matrix planting to intimate roof terraces with planters. We are hoping to see a range of your skills.

### Timescales

- Deadline for receipt of your application: Monday 11<sup>th</sup> November 1pm.
- We will let you know by Wednesday 13<sup>th</sup> November if you have been shortlisted for interview.
- It is expected that interviews will take place in the first instance by video during the week commencing 18<sup>th</sup> November with second interviews in person where required the following week.
- 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.

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