



RECRUITMENT PROCESS
MANAGED BY

conrad consulting
technical recruitment specialists

**CANDIDATE PACK
ASSOCIATE ARCHITECT
HARROGATE OFFICE**

 **GSS**architecture

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Founded in 1879, GSSArchitecture is one of the leading national architectural practices, offering lead consultant, quantity surveying and principal designer services. We have six partners and a total strength of over 60 staff, and with offices in Kettering, Gloucester, Milton Keynes, Harrogate and Newcastle, we cover the whole of England and Wales. We have substantial experience across all sectors, with a number of "blue chip" companies and organisations among our clients.

© GSSArchitecture

Background and Future of the Business

Background

GSSArchitecture was founded in 1879, making us one of the longest established practices in the country. We are a national practice covering the whole of England and Wales, with six partners operating from offices in the South West, Midlands, North Yorkshire and the North East.

As Chartered Architects, Lead Consultants, Quantity Surveyors and Principal Designers, we specialise in providing a full, all-encompassing solution for our clients. We are a dynamic, forward thinking practice that delivers innovative solutions, from initial concepts and master planning through to delivery and completion. We place great emphasis on delivering a first class service to our clients, delivering creative design that provides cost-effective results and exceeds clients' expectations.

We are currently seeking a well qualified, experienced and committed Architect to join the practice at Associate level.

Future of the Business

As a practice, GSSArchitecture have maintained a stable position within the marketplace over the past ten years, building on their significant history and heritage into a truly modern practice. More specifically we have been steadily developing a growing portfolio of clients in Yorkshire and the North East over the past ten years, as a result they have built a reputation for delivering high quality projects, particularly in the Higher Education sector.

The target objective is to grow both the Harrogate and the Newcastle Office to an optimum size of up to fifteen staff in each location, which will support current, ongoing projects with a range of key clients but will also underpin forecasted steady growth over the next two-three year period.

Over the past year, the number and scale of projects in the North East has grown substantially, which has placed more of a focus on matching that growth in the Yorkshire region, whilst also seeking to diversify our existing client base.

A selection of recent projects is shown in the images to the right and whilst targeting growth is important, we must continue to focus on delivering first class design and top quality project for all our clients.



Royal Latin Discovery Centre



Hull University Courtyard Residences



Durham Sports Centre



Sunderland Enterprise and Innovation Centre



Logic Studio



Durham Business School

Awards

Within the industry, GSSArchitecture have won awards and received commendations for many of our designs, including:

- 2017 winner of the Constructing Excellence in the North East Award for Integration and Collaboration.
- 2016 East of England RICS Awards, Highly Commended for the Old Bishop's Palace at King's Ely.
- 2015 Winner of the Leicester Civic Society New Build Award for the Attenborough Arts Centre.
- 2014 North East Renaissance Awards, Highly Commended in the Design through Innovation category for Durham Business School.
- 2014 Winner of the Northern LABC Building Excellence
- Awards for Best Educational Building for Durham Business School.
- 2014 Construction Excellence in the North East, Highly Commended in the Best Value category for Durham Business School.
- 2013 Southern LABC South Kesteven Building Control, Highly Commended for Best Educational Building for the New Sports Centre, Stamford Endowed School.
- 2012 Innovation Winner Supply Chain Awards Willmott Dixon Construction.
- 2011 LABC Building Excellence Awards, Highly Commended for Best Commercial Building up to £1 million for the Sports Centre and Fitness Suite at Durham University.
- 2011 LABC Building Excellence Awards, Highly Commended for Best Educational Building for the Junior Common Room at Durham University.
- 2010 Winner, International Green Apple Award for the Built Environment for St. John Fisher RC School, Peterborough.



CONSTRUCTING EXCELLENCE
in the East of England
AWARDS WINNER 2017



The Opportunity, Proposed Structure and Key Requirements of the Role

The Opportunity

The current opportunity is a newly created position which comes at an exciting time for GSSArchitecture who are continuing to grow and consolidate their already strong presence, particularly in Yorkshire and the North East. Despite having multiple offices, GSSArchitecture operates as one single entity, rather than running individual cost centres for each of the offices. This is intrinsic to the culture and ethos of the practice and ensures that everyone can benefit from the full support of a large architectural practice and encourages everyone to operate as a team.

The current objective is to reinforce the Yorkshire team that is based in Harrogate. The Harrogate Office currently consists of a team of nine individuals that are involved in delivering a diverse range of projects across various work sectors, including Higher Education, Residential and Commercial. This, therefore, presents an opportunity to engage an Associate Architect to oversee the delivery of these projects, working closely alongside the partner responsible for overall management of the Northern Offices.

This is a great opportunity for the right individual to take the initiative and to shape the future growth of this exciting business in Yorkshire and to seek out an increasing diversity of work to sustain the current growth plan, ideally up to a target size of between 10 and 15 individuals based in Harrogate.

The Structure

The individual will be based at the Practice's Harrogate Office, but is likely on occasion to be required to travel to their other offices as and when required. It is envisaged that during the first few months, the individual will work closely with the current partner responsible for overall management of the Northern Offices, to become accustomed to the company's practices, values and current workload. They will be introduced to a range of existing Yorkshire and North East based clients, looking at the upcoming pipeline, meeting their established network and beginning the process of taking over and leading key projects.

This person will therefore be central to consolidating and enhancing the reputation of the practice in the Yorkshire region, as well as being responsible for growing business within the region, marketing the company's services to the wider Yorkshire market and being involved in recruiting other staff for the office in due course.

This is a rare opportunity to join a well-established and forward thinking practice at a senior level; there is also the opportunity for the right person to become either an equity or non-equity partner and help drive the future of the whole business forward. The current partners all have a clear understanding of the requirements associated with this role and the demands of driving the growth of the Harrogate office within region, and fully expect to provide continued resource, support and assistance as the individual develops into this role.

The Key Requirements of the Role

Associate Architect:

Responsible for leading and delivering designs for current and future projects. Overseeing and coordinating the delivery of projects assigned to delivery teams based at the Harrogate Office, whilst managing the staff within the teams. Assist with the preparation bids and tender responses.

Marketing & Developing New Business:

Developing new client relationships and attending events to increase awareness of GSSArchitecture and enhancing their reputation and capability in the Yorkshire region. Look after our Yorkshire clients and manage their expectations as necessary and flag up project opportunities as and when they arise.

To be an ambassador for the practice (Networking), Maintain membership of relevant professional body, to actively engage in marketing and networking, to assist the partners & win own work, to be the main point of contact for clients across multiple projects and to develop new contacts and opportunities

Key Account Manager:

Responsible for developing and maintaining client relationships, especially with some of our key framework clients and ensuring the level of service delivered exceeds our client's expectations.

Office Management:

Eventually become responsible for overseeing the running of the Harrogate office on a day-to-day basis, regularly reviewing projects, resources and business issues with the financial partner. You will be loyal and drive continuous improvement, encouraging personal development & CPD among team members. You will also respect and reflect the practice ethos in your day-to-day role, supporting overall practice objectives and assisting with broader practice procedural requirements, including maintaining quality control/checking procedures.

Initially, it is expected that this aspect of the role will be heavily supported by the current partners. Accounting and invoicing are both managed from the head office in the Midlands.



Personal Qualities and The Package

Personal Qualities

GSSArchitecture are looking for an individual who is currently operating at a senior level, preferably an Architect with a good design eye and track record of project success in relevant sectors. The right person will be well-grounded, ambitious and keen to hold a strategic position within a design business, whilst retaining a 'hands on' approach to the continued delivery of a range of projects.

They also need to have a good understanding of BIM, or at least have a willingness to learn BIM/Revit, have an established network that can be utilized to secure further work and will be able to operate at a senior level on complex projects. In addition, they will have experience of managing staff and be able to work as part of a larger team; demonstrating exceptional attention to detail, commitment to providing exemplary customer service and a strong business acumen.

The Package

- Salary negotiable, although expected to be in the range of £40-£55k depending on ability and experience
- Company Car
- Private Medical Insurance



Conrad Consulting have been appointed by GSS Architecture to manage recruitment for this role and will be handling all enquiries for this position.

Please do not contact or apply to GSS Architecture directly.

For more information or to apply for this exciting opportunity, please contact James Jackson at Conrad Consulting

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