

## **JOB DESCRIPTION**

**Associate Director of Masterplanning and Urban Design (or Associate)**

**Remuneration – Negotiable based on experience and seniority**

**Permanent**

**London, United Kingdom**

### **Company Information:**

Tyréns is one of Europe's leading inter-disciplinary urban planning, environment, mobility and infrastructure design consultancies. We specialise in the delivery of high-quality solutions that promote sustainable development, economic regeneration, urban realm enhancement and transport connectivity. Founded in 1942, Tyréns has around 2,800 employees and subsidiaries across the UK, Sweden, Denmark and Estonia.

The Tyréns UK business is based in London and the client service offering is currently focused around the three key design, planning and strategy disciplines of; masterplanning and urban design, landscape architecture, and transportation and mobility, with a new business area in smart cities and digital consultancy. The London office is in early stages of growth with the support of a growing global company and sister firms AKT II and Hilson Moran in the UK. Together, the three firms form part of the Tyréns UK Holdings Group. The Tyréns Group globally invests over 10% of profits into research and development across the built environment annually. The Group also has offices in Manchester and Oxford.

The successful Associate Director of Masterplanning and Urban Design will work alongside a number of fellow Directors, Associates and senior staff and will be expected to direct delivery of and help to secure a range of commissions for the studio, as well as provide strategic direction for the masterplanning and urban design sector's growth for the UK studio, covering UK and international markets. Equally, the Associate Director is expected to develop internal and external client and stakeholder relationships in line with the firm's marketing plan, while coaching the team through these processes.

As the Tyréns UK business is currently at an early stage of growth, the Associate Director will be expected to make significant strides towards building the studio's design culture and client base, as well as setting standards for cutting edge technical design leadership beside the Managing Director and other Directors and Associate Directors.



This demanding yet rewarding role will in turn offer outstanding career development and an opportunity to help shape our business.

### **Role & Responsibilities:**

The Associate Director role involves leading and devising masterplanning and urban design solutions responding to a wide range of projects including:

- Greenfields and brownfields masterplanning
- Private developments
- Town centre/CBD regeneration strategies
- Transport corridor regeneration plans
- Government initiated planning projects
- Public-private infrastructure led projects
- Viability and funding assessments and strategies
- Resilience strategies
- City-wide strategic development plans
- Regeneration strategies
- Public realm schemes
- Masterplans in other sectors such as aviation or sports
- Design guidelines and codes

We are looking for an experienced, strategically-minded and results-driven practitioner, with a combination of UK and international experience managing and developing complex masterplanning and urban design solutions across a range of scales. The Associate Director should have a clear commitment to an integrated design philosophy and be capable of bringing together a broad range of specialist contributors in an innovative and efficient manner across the business and its disciplines. They should be able to communicate complex design concepts simply and efficiently to UK and multi-national clients and be able to manage multiple projects and staff.

The ideal candidate will have the ability to lead client-facing engagement for a range of different clients, including private developers, institutional customers and public sector bodies. The Associate Director should be capable of winning and delivering work (with guidance based on level of experience), from client development through bid strategy and execution, to project delivery and completion. In addition to design core skills, analytical capability and technical familiarity with major infrastructure projects, transport oriented development, landscape architecture, environmental planning and sustainability,

transport planning, the real estate market, development policy, and current industry trends will be beneficial.

As a senior member of staff, the responsibilities shall include, but shall not be limited to, the following:

- Support business development for the Masterplanning and Urban Design Portfolio and broaden the client base.
- Ability to advise, manage and agree contracts with clients, manage programmes and deliverables.
- Ability to manage a team and effectively plan resource.
- Produce high quality bids and successful tender presentations.
- Interface with wider businesses within the Group to ensure submissions maximise potential opportunities to offer full delivery of available services.
- Exercising financial control over projects by preparing project budgets, monitoring costs and delivering projects within set budgets.
- Acting as a key client interface at a technical project level.
- Attendance at design team meetings with clients, other design collaborators and communicate design ideas through sketches, models and presentations.
- Provide holistic design solutions to clients.
- With the support of the Managing Director, evaluate project challenges faced by the business and take action to mitigate risks and develop opportunities.
- Participate in forums to assist in the development of new ideas / innovation to promote and improve the company design reputation.
- Promoting and developing inter-disciplinary working to maximise opportunity.
- Overall project management including program and resource monitoring, quality control, technical management and delivery.
- Reporting on a regular basis to the senior management team, ensuring accurate and timely reports of key project deliverables.
- Managing projects effectively and efficiently.
- Ensure strong team communication to facilitate exchanges of information and knowledge across the wider practice.
- Comply with responsibilities as defined in the Group's Health, Safety & Environment Policy and ensure compliance with the same throughout the team.
- Complying with all aspects of Tyréns' Quality Management Systems/Procedures
- Preparation and management of Project Execution Plans.
- Preparation and management of Project Inception Documents.
- Representing the business, including related disciplines, at external meetings.

- Participation in technical reviews of projects where required.

**Competencies:**

- The ability to develop a team based on its individual strengths.
- Willingness and ability to be proactive in securing new work as part of the team and individually.
- Past experience as project director or project manager of complex Masterplaning and Urban Design projects.
- Proven skills in winning work and developing client relationships.
- Excellent interpersonal, communication and negotiation skills.
- Exceptional in written and spoken English and have good report writing abilities.
- Ability to author reports, designs and communications for issue.
- Ability to develop and maintain positive internal and external relationships, frequently in politically sensitive environments.
- Ability to understand, probe and translate material produced by technical specialists for communication to clients.
- Ability to manage work within an identified budget.
- Experience and understanding of working as part of a progressive team.
- Experience of client facing needs.
- Able to manage and mentor colleagues across multiple projects.
- Competent in the use of Microsoft Office Suite, AutoCAD and Adobe Creative Cloud software.
- Experience of some or all of the following would also be very useful: ArcGIS, AutoCAD Civils 3D, Rhino or Revit.

**Personal Attributes:**

- Relevant combination of degrees, experience, and charterships / accreditations;
- Sharp commercial acumen and ability;
- Entrepreneurial spirit;
- Confident in representing the company at networking and speaking engagements, including pitches.
- Enjoyment in being part of, as well as leading, managing, motivating and training a successful and productive team.
- Thrives under pressure and maintains standards of work throughout.

**We Offer:**

- Global experience
- Investment in the progression of both our team and business



- Competitive remuneration package commensurate with experience
- Opportunities for merit-based progression to director level
- Ownership of your career
- The chance to thrive, backed by a great team and company

*The job description reflects the core activities of the role and is not intended to be all-inclusive; other duties within the group/department may be required. The job description will be reviewed regularly and where necessary revised in accordance with organisational needs. Any major changes will be discussed with the employee.*