

Welcome to...

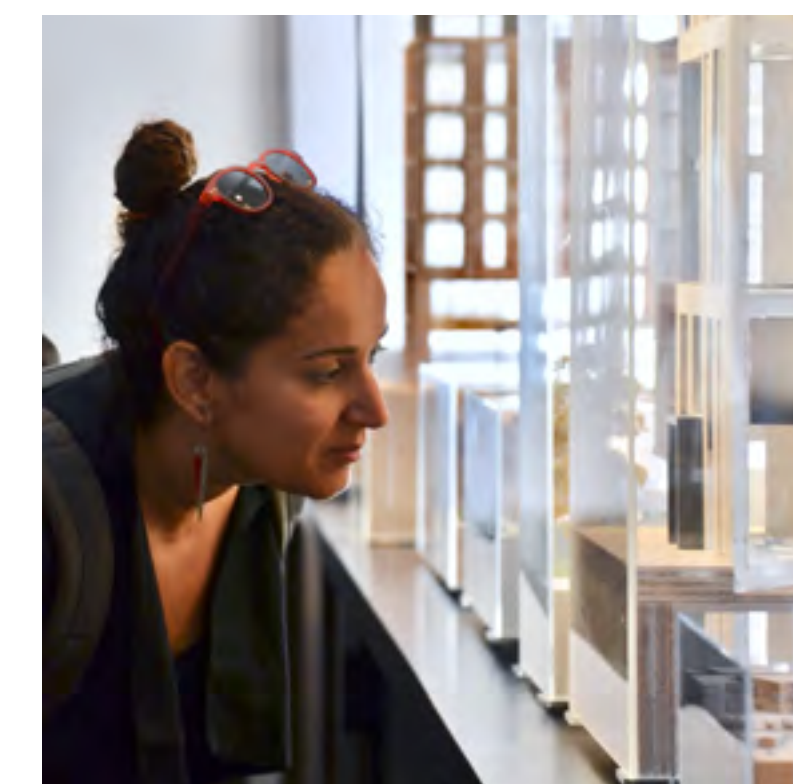
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SHEPPARD ROBSON

360 people
200 awards
80+ years
3 locations
36 languages
Welcome



Welcome pack

Sheppard Robson

Here we tell you more about our culture, with an overview of the practice's values as well as what it's like to work with us.

Whether you are thinking of joining us, already part of the team or just want to find out more, we hope the following goes some way to describing a collegiate culture of openness that has been 85 years in the making.

Welcome

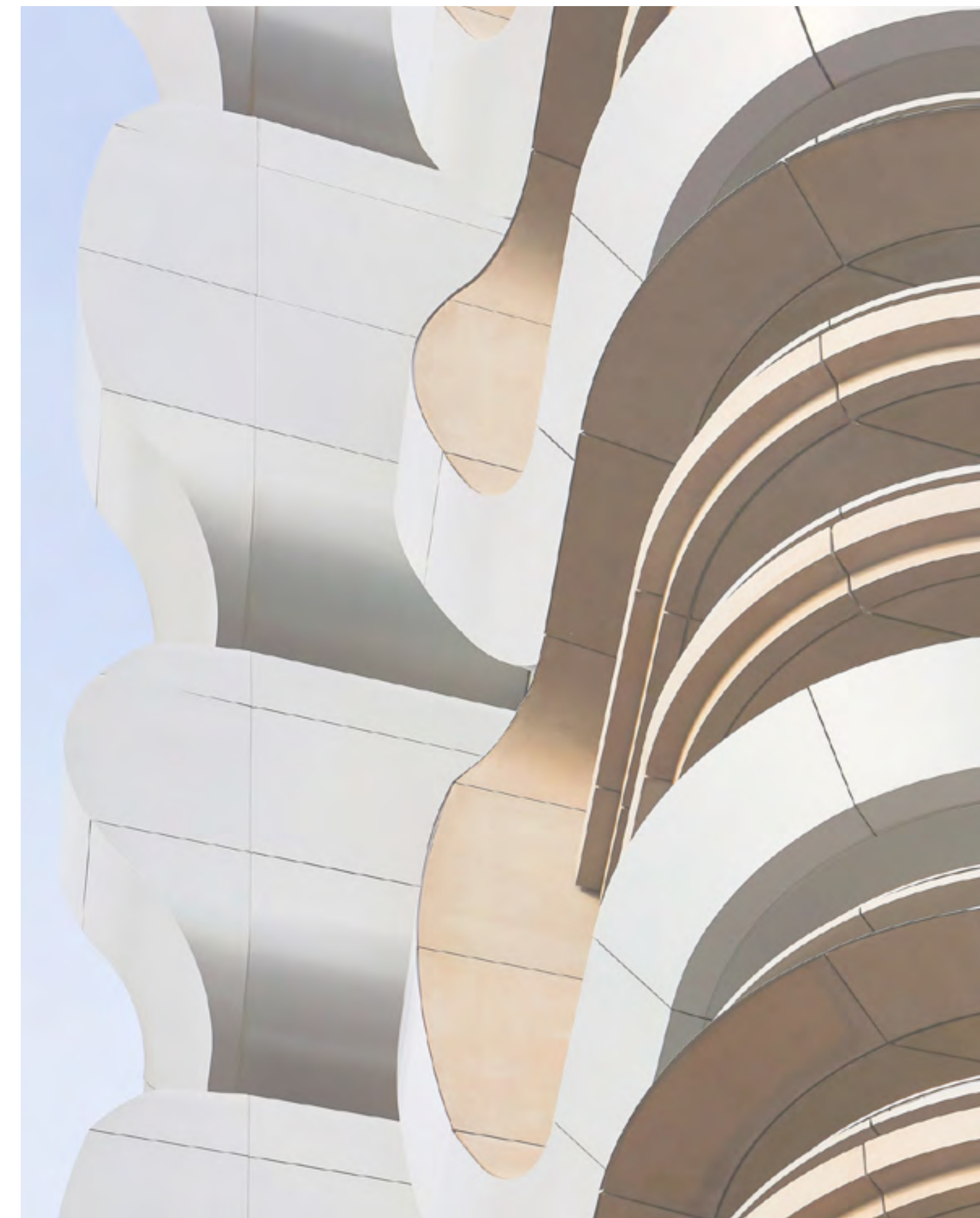
Our design community includes our interior design specialists **ID:SR** and **AXIS**, which applies our detailed design expertise to major projects by others. All brands provide a social and professional environment in which long term meaningful connections are made.



SHEPPARD ROBSON



ID:SR



AXIS

People-centred, precision-made

What makes our work distinct? With such a diverse portfolio of work, describing our approach can often be highly nuanced - but at the heart of what we do is create buildings, spaces and places that are humane yet technically robust, or as we say: people-centred and precision-made.

We bring together a diverse range of talents to add value throughout the life of a project: from guiding projects from the early engagement phases right through to the delivery of technically complex projects onsite.

Our team work across numerous typologies (full list on [website ↗](#)) learning from many specialists along the way and giving you the space and opportunity to shape your pathways for progression.

Values



Welcome pack

Sheppard Robson

Sustainable innovation

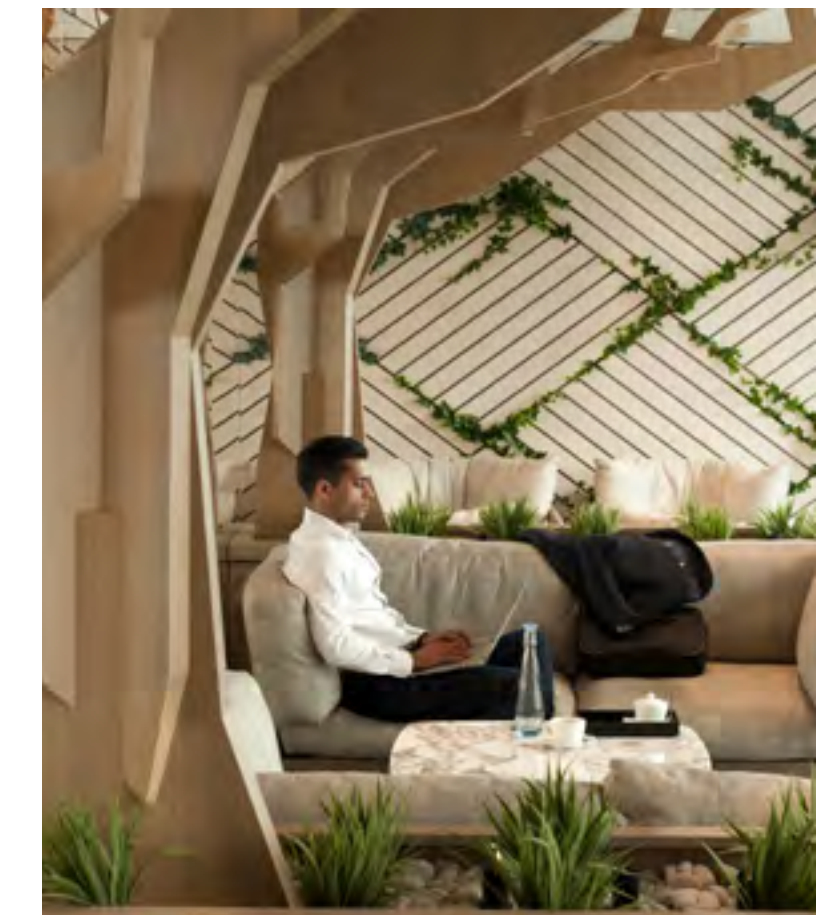
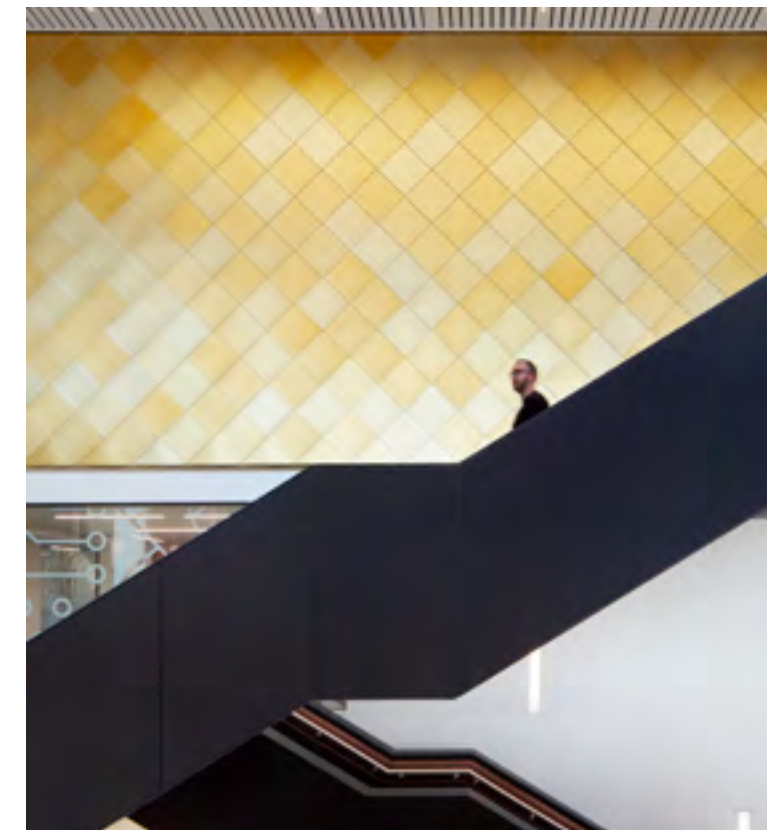
Another differentiator is our long-standing interest and innovations in sustainability design. We work on a scale, and with a legacy of expertise, that means we can engage with society's most pressing challenges. The most urgent of these is the need to achieve a better balance between humans and nature on our planet of limited resources, something that has been a focus of ours for generations.

This time focusing on responsible design has allowed us to hone a methodology for testing ideas, fine-tuning them without losing their pioneering spirit. With no single solution, we apply a multi-layered approach that fundamentally rethinks how we live, learn, work and play.

From designing the first zero carbon home to delivering the greenest office building in the Middle East, our track record of improving the efficiency of buildings and spaces is significant and far-reaching.

More information about our approach can be found on our [website ↗](#) including our [sustainability charter ↗](#)

Values



Welcome pack

Sheppard Robson

Fertile ground

The practice is a diverse, rich and fertile space where inventive design minds and innovative architecture are cultivated. We make room for new talent and lasting partnerships to grow and flourish. With a working culture developed over generations, we give people the opportunity to take an active role in shaping our portfolio, contributing to studio life and ultimately leaving their own mark on the legacy of the practice.

Culture

We cultivate an environment where every employee is empowered to grow professionally and feels genuinely included. We value communication, career development, and a culture that celebrates diversity. Here are a few ways you can get involved in shaping the practice's work and culture.

Sustainability Group

The group organises training and CPD seminars from the wider industry for all staff on a regular basis, as well as monthly S|E|D Days and our annual 'Green Week', to ensure that staff are fully briefed on the latest standards and inspired to tackle emerging sustainability issues.

The group helps foster sustainable and digital innovation, spreading this knowledge throughout the practice. The group also acts as a business steering group, representing the wider practice across our offices, ensuring the entire team is heard and empowered in our journey towards a more responsible future.

Design reviews

The consistency of our approach is driven by the practice's Design Review Group and Design Delivery Group, which analyses every project at key stages of its design development and delivery, and promotes

the practice's key themes. All project team members are involved in these, giving everyone a voice and a role in these key design discussions.

EDI Group

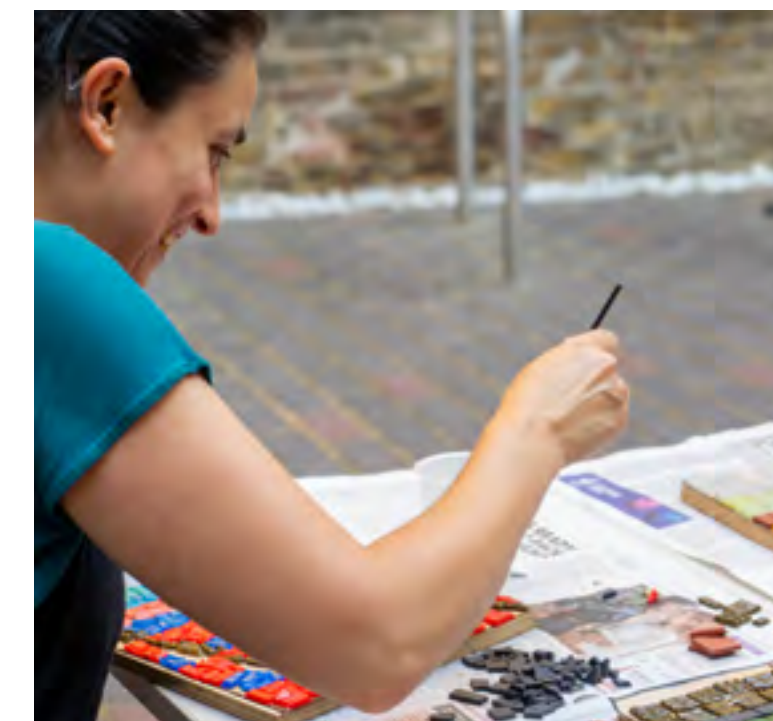
Our ED+I group allows us to stimulate discussions and drive actions concerning crucial matters, while simultaneously engaging the wider practice in their views on how we can continue to promote fairness. We strive to be as inclusive as possible, celebrating Pride Month, International Women's Day and other events that aim to celebrate diversity and decrease unconscious biases.

Staff Committee

The Staff Committee assists employees in actively contributing to our workplace being a positive place to work by facilitating and encouraging collaborative communication. The committee fosters workplace conversation and coordination of social events, with a view to increasing awareness among staff about its role in SR culture.

Outreach

Many people across the practice are involved in educational outreach, building connections across the built environment. We encourage this further by opening our office to workshops, crits and visits.



Getting involved

- **Employee Assistance Wellbeing Programme:**
 - Staff access to an advice and counselling service, free of charge and available 24/7
 - Up to four counselling sessions
 - An online library of resources
 - Comprehensive package of work/life support services to employees and immediate family.
- Eye test cover (up to £50)
- Up to £50 contribution for lenses (when prescription is related to screen usage)
- Mental Health First Aiders
- Cycle to Work Scheme
- Season Ticket Loan
- Corporate Pure Gym rates (further subsidised by 20% contribution from the practice)

- First Friday Drinks - each month, a chance to catch-up with your colleagues
- Summer and winter social events
- Staff Committee-organised sports and events include:
 - Architectural walking tours
 - SR project building tours
 - Climbing
 - Cricket
 - Exhibition visits
 - Football
 - Life drawing
 - Massages
 - Meditation
 - Softball
 - Tennis
 - Yoga



Annual leave allowance

The initial 20 days per year + bank holidays increases by one day per full holiday year (June to July), up to a maximum of 25 days or part time pro rata equivalent.

Our offices shut down over the December festive period, and we typically gift a number of days leave over this period (this varies each year and is at the discretion of the partnership).

Enhanced parental leave

We recognise the importance of the time at home in those early months, so our benefits include enhanced maternity/paternity/parental leave as well as shared parental leave.

Flexible working opportunities

We make use of in-person, office-based collaboration three days a week, with the option to work from home up to two days a week (subject to project partner/lead or manager discretion).

For new starters, time spent in the office initially is invaluable; as a result, we ask for full-time office-based working for the first 12 weeks.

Core working hours

Normal working hours are 7.5 per day (*contractual hours: London, 9.30am to 6pm, Glasgow and Manchester, 9.00am to 5.30pm*).

We know that everyone's schedules vary, so we offer the option to start your day as early as 7:30am, finishing at 4pm, or to start as late as 10am, finishing at 6:30pm, if agreed by your project lead/manager.

Working from abroad

There is the opportunity for SR team members to request to work from abroad for up to three weeks per year (one week per four-month intervals, in conjunction with one week of annual leave).

Provision of workplace equipment

To aid in flexible working, we provide relevant workplace equipment, including a high-powered laptop, second screens for home working, and mobile phones for more senior staff members.



Work/life balance

Training + learning

We arrange weekly architectural/interior design CPD seminars and workshops, as well as providing access to technical seminars and statutory training courses where relevant in a range of topics, including Building Regulations, Health + Safety, First Aid, Construction Design Management, and inclusive design/accessibility.

Where additional training or professional development needs is identified, we also offer external training. This includes architectural/interior design project leader training. We also utilise LinkedIn Learning as a tool to aid training in Revit and other similar software.

We are committed to the development of all our employees including central support employees. Please reach out to your department head and HR if there are L+D opportunities you would want to undertake during your time at Sheppard Robson.

Sustainable design knowledge

Now in its ninth year, our annual Green Week is a staff-led initiative that helps - alongside our monthly S|E|E|D (Social Environmental Economic Design) Days - our team to continually improve sustainability practices, expand our thinking, and ensure that we are fully briefed on the latest standards and inspired to tackle emerging sustainability issues.

Wider engagement

We help our team to be engaged in the world around us. An example of this is our involvement in the British School at Rome (BSR, last year led by Sheila O'Donnell and John Tuomey), sending a member of staff to study and explore the wonders of Rome.

Industry awareness

To help our team stay abreast of industry news and developments, we offer membership for all to New London Architecture and the Architects' Journal.



- Salary sacrifice contributory pension scheme (5% employer contribution + minimum 3% employee contribution)
- Free access to pension plan advisors (corporate rates for chartered financial advice)
- Group Life Assurance (at 4x annual salary)
- Group Income Protection Insurance (c.75% salary following six months of absence)
- Discretionary bonus scheme

Planning for the future



There are many routes to start working with us. Here, we speak to members of our team about their journeys.

Staff stories



Luke Morris
Part II Architectural Assistant
Collaborative Practice Course

I was the first student to do the Collaborative Practice Course at Sheppard Robson. Each module is based around the work you do in practice. Being in the studio means that you get to link your work with your study, which for me was the best route. I enjoy being in a studio environment and think I'm personally better suited to it, rather than studying in isolation.

Of course, there is collaboration in a classroom setting, but this course is really beneficial in providing experience working on real projects in established project teams. This meant that I was able to receive realtime feedback from qualified

architects, and while you still have mandatory modules to complete, the course is designed to allow space for practice work.

Part of my brief for the Collaborative Course was to amend the original design brief for an existing building and reimagine the design to fit the new brief. The project was University of Salford's School of Science, Engineering and Environment Building (SEE), pictured, which has since been completed.

I reimagined the building in a future where cultural working habits have shifted from where they are today and captured the design changes needed to make the SEE Building fit for that imagined future.

Working on SEE has been one of my highlights here. It was my first experience working on a building and seeing it develop from Stage 1 through to Stage 4 - just being able to walk through a building and areas that I've drawn and see it come to fruition is an amazing experience.

Today, I work part-time in the office as a Part II Architectural Assistant, alongside my studies. Usually, your second Masters year is full time classroom study, however I'm really enjoying being able to develop in a practice setting and I don't want it to end. I've recently enrolled onto my Part III course, with a hope to be qualified in two years.





Sarah McCafferty
Associate
Competition

I met Andrew German at the University of Manchester degree show; he was one of the judges and would choose one person to award work experience at SR to. I received a prize for my entry and then had the opportunity to work at the London office for three weeks.

The work mainly involved managing the utilisation study, which meant walking around and checking who was in each seat, which was good as I got to move around the floor every hour and speak to different people.

During those three weeks I also had my first exposure to a real project. After those three weeks they offered me a full-time job, and I've been here for eight years now!

Answering what's the highlight of my time so far here is a tough question because I've been here for so long and, working in ID, I have had the opportunity to work on various projects with many different people. I feel fortunate to have had the opportunity to collaborate with such a diverse group - this is a highlight for me.



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