

PRACTICE SUPPORT PROGRAMME: Programme Lead (0.6 FTE)

Job Title: Programme Lead – Practice Support Programme

Role Type: 18 months fixed-term contract

Closing date: Friday 31 May 2024

Interviews: Monday 10 to Friday 14 June 2024

Salary: £55,000 per annum 0.6 FTE (£33,000 pro-rated)

Hours: 3 days per week – 21 hours per week

Location: Your main workplace will be The London School of Architecture, 4 Beechwood Rd, London E8 3DP. The London School of Architecture has a flexible working policy, with one core office day (Tuesday).

Duration: 18 months fixed-term contract (with the possibility of extension subject to funding). Start date ASAP.

Reports to: Neal Shasore, Head of School/Chief Executive

Submit application to: people@the-lsa.org

The London School of Architecture (LSA), supported by the Greater London Authority and The Crown Estate, is launching a rich and multifaceted pilot Practice Support Programme aimed at further nurturing diversity within the built environment industry.

Known for its ground-breaking architectural educational initiatives, the LSA has developed this programme to assist practices led by individuals from underrepresented communities.

We are seeking a Programme Lead to oversee the programme's detailed design and implementation.

The Practice Support Programme will be open to architecture firms and other built environment businesses. The detailed design of the programme will need to incorporate cutting-edge sustainable practices and green skills to ensure minority-led, minority-owned businesses develop resilience and adaptability in a changeable and competitive market. The programme will also contribute to making the built environment industry more diverse by supporting practices led by people from underrepresented groups to successfully bid for work, including, but not limited to, public sector commissions.

The programme will build momentum through the strength of the cohort and generate deeper professional networks. Over a 12-month period, the programme will support participating practices in broadening their networks, knowledge, and skills.

Three core elements of the programme are:

1. Learning

A programme of targeted skills and development workshops, delivered by speakers reflective of the cohort's diversity, commissioners, and potential future clients.

2. Mentorship

A structured mentoring programme, encouraging reciprocal elements, focussing on individual businesses' and leaders' needs

3. Development

A cohort-led research project/think tank to research and explore barriers to diversity in practice and procurement

We are seeking a Programme Lead with inspirational leadership skills, strategic thinking, a passion for innovation, and strong record of delivery. The ideal candidate will have established industry contacts, experience in successfully implementing new programmes and initiatives, and the ability to inspire and motivate a team towards a shared vision. Additionally, we are looking for someone who is adept at problem-solving, collaboration, and effective communication.

If you believe you possess these qualities and are ready to take on this opportunity, we encourage you to apply and showcase how you can contribute to the success of this new programme.

Why are we launching a Practice Support Programme?

Women, people from Black, Asian and other Minorities Ethnic communities and disabled people are chronically under-represented in built environment professions. In 2022, 82 per cent of UK architects were white, and 71 percent were male. Only one per cent identify as being disabled, falling well below the proportion of disabled people in the workforce overall.

In a diverse city such as London, an unrepresentative profession is a profession that risks missing out on the perspectives of many citizens and communities and struggles to meet the whole city's needs as a result.

Main responsibilities

The London School of Architecture is seeking a Programme Lead to oversee the new Practice Support Programme. In alignment with the Greater London Authority's Good Growth by Design Forward Plan (2022), you will be responsible for ensuring the programme achieves the following objectives:

Grow

Grow the capacity and professional networks of practitioners and practices led by people from underrepresented groups helping them to play a more active role in designing and shaping projects in London.

Build

Establish a cohort of emerging and established practices that would undertake shared research, learning, and skills-sharing and foster feedback loops.

Respond

Target the barriers associated with setting up by supporting practices led by people from underrepresented groups to broaden their networks, skills, experience, and practice portfolio to enable them to bid for public work successfully.

To do this, you will

- Lead on the recruitment and onboarding of the participating practices.
- Lead on developing and delivering the pilot programme, launching in January 2025, testing ideas and understanding where the needs are to enable us to target support.
- Lead on the development of the programme curriculum.
- Lead on developing networks within the industry and identifying mentors for the programme.
- Work with LSA colleagues to implement marketing, PR and communications strategies
- Design and implement evaluation frameworks
- Generate additional income from third party funders
- Liaise with the programme's Advisory Board, arranging meetings and setting agendas.
- Liaise with the programme's Working Group, arranging meetings and setting agendas.
- Work in collaboration with the LSA's Finance Manager to ensure the programme operates within budget, and all grant funding is disbursed.

Person specification

We are seeking a candidate who can demonstrate strong leadership skills, strategic thinking, and a passion for innovation. The ideal candidate will have established industry contacts, a proven track record of successfully implementing new programs and initiatives, and the ability to inspire and motivate a team towards a shared vision. Additionally, we are looking for someone who is adept at problem-solving, collaboration, and effective communication.

If you believe you possess these qualities and are ready to take on this opportunity, we encourage you to apply and showcase how you can contribute to the success of this new programme by responding to the below criteria.

Must-haves

1. Experience designing and implementing impactful equality, diversity and inclusion programmes
2. Experience in developing and delivering inclusive learning pedagogy
3. Stakeholder relationship management experience
4. Outstanding communication skills: you must be articulate and persuasive and be able to turn detailed project information into compelling propositions, both in spoken and written communication
5. A strategic approach: you must be able to think through problems, find multiple ways to progress relationships, be empathic, and able to tailor approaches in order to unlock support
6. Knowledge of public sector grant funding frameworks
7. Experience of implementing marketing, communications and PR strategies

8. Experience in designing and implementing evaluation frameworks

Familiar with

1. The Greater London Authority's Good Growth by Design Framework
2. The barriers and challenges start-up businesses face within the built environment
3. How architectural education is structured
4. Public procurement processes
5. Generating income from third party funders

About the London School of Architecture

Our vision

Our vision is that people living in cities experience more fulfilled and more sustainable lives. Our school educates future leaders to design innovations that contribute to this change.

Our mission

Network: To bring together outstanding students, practices, professionals, educators, and entrepreneurs to generate and champion essential new approaches to the design of the urban built environment.

Institution: To establish the school as independent and financially sustainable, achieving the highest standards of governance and academic delivery with the spirit of agility, openness and responsiveness.

Programme: To provide programme(s) that generate incremental and disruptive innovations in the design of architecture and cities, and which critically equip our graduates for the creative and commercial practices of tomorrow.

Talent: To be the route of choice for gifted students to become future spatial leaders, recruiting talented candidates from across the whole of society by proactively addressing soft and hard barriers to the profession/industry.

Impact: To influence the future of architecture and the city – and particularly London – by producing provocative design/research for global dissemination and by being nimble agents of change within the capital itself.

Equality, diversity and inclusion statement

The London School of Architecture is committed to being an inclusive employer, building an inclusive workplace and recruiting a workforce as diverse as London's. However you identify and whatever background you bring with you, we welcome you to apply for a role at The London School of Architecture.

If there are any adjustments that would help support you in your application, please do let us know when you apply. If you are disabled, Evenbreak is able to provide support with your application; for further information, please visit their website [here](#).

Disabled, deaf and/or neurodivergent people and those from Black, Asian and Ethnically Diverse backgrounds are underrepresented in our workforce, so we particularly encourage applications from people in these groups.

Should you have any questions about this role, please contact: Daniel Davis, Professional Programmes Manager (daniel@the-lsa.org).

Company info

Registered Charity No. 1159927

Website: www.the-lsa.org

Telephone: +44 (0) 20 7206 2585

Location: The London School of Architecture, 4 Beechwood Road, London, E8 3DY