

TERROIR

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Employment with TERROIR as a **Senior Urban Designer**

About the role:

As a **Senior Urban Designer** you will be a key member of the Urban Design contributing to the continual evolution of TERROIR's approach to - and reputation in - Urban Design and Strategy work. The role is both outward and inward facing position, being a direct report to our clients and a manager of the internal team.

Externally, you will be tasked with representing TERROIR to clients and in doing so upholding the values of the practice while building on our reputation for exceptional client service and focus. Critical skills here include an ability to maintain focus on the long-term and strategic goals of each project while addressing day-to-day deadlines and deliverables. Internally, it is important that you lead from the front but not at the expense of your team, who must feel engaged and empowered by your leadership and support. There is a high focus in TERROIR on internal collaboration and all that means, such as sharing credit for work, enabling others to achieve their goals and promoting inclusivity in the team.

In a leadership role in a medium sized practice, you will need to be agile and flexible to deal with the wide variation in project types, scales and demands that will see your role change – from individual work to leading a team - depending on the requirements of each project. This means balancing multiple project commitments and deadlines and being able to triage tasks effectively in this context.

Reporting to:

Directors

Salary:

Commensurate with experience and in line with the relevant awards, where applicable

Hours:

(Full time, 38 hours per week)

Qualifications:

Appropriate tertiary qualifications with minimum 4 years consulting experience in a respected practice. Demonstrated experience in managing complex client projects and project teams.

About TERROIR:

TERROIR was established as an architectural practice focused on how the multiple qualities of any specific place might inform each project. Over twenty years it has stabilised as a micro-international practice with offices in Hobart, Sydney and Copenhagen working as a single team.

Our 'place-first' approach has led to an international reputation for work in sensitive and/or significant contexts. This spans from buildings to masterplans, urban strategy and other advisory work. We only work on projects that we genuinely believe can contribute to positive outcomes for the environment, culture, people and place. For this reason, our client list is dominated by Government and Council agencies with a public-benefit remit.

Project work is supported by writing, teaching, exhibitions and lectures and which are understood as critical platforms in the development of the ongoing TERROIR project.

- Culture and Conditions
 - TERROIR prides itself on a collegiate approach to its workplace. We are fortunate to have an exceptionally talented group of staff who are at the same time focused on maintaining a culture that is supportive, collaborative and responsive to individual needs.
 - To achieve the above, the need to provide flexibility and support is embedded in all key work practices and policies, many of which, such as our Maternity Leave Policy, exceed industry standards.
- Training and Teaching
 - TERROIR management recognises the importance of staff development and training as an important part of the architectural profession. Terroir's Training and Development Package assists staff members with a training allocation. TERROIR also supports staff who wish to teach or engage in related activities.

Skills, Experience, Responsibilities and Performance

- Project Management and Communication Skills
 - Capable of being a Project Lead, managing the needs and requirements of both the client and the team
 - Ability to undertake these management and representation tasks through multiple communication channels - verbally, in writing, and through drawings
 - Capacity to be comfortable, effective and influential in meetings with senior management teams
 - Ability to establish and maintain cooperative relationships with external consultants, contractors and planning officials
 - Can structure project work and the workflow of the team to serve the ambitions and goals we have for a project
 - Have a detailed understanding of the contemporary landscape in NSW around urban design and strategy, particularly in regard to the various Government agencies, procedures and processes
 - Experience in designing or managing stakeholder engagement workshops
 - Ability to manage and report on projects in the context of fees and resourcing
- Design and Documentation Skills
 - Demonstrated experience in preparing urban strategy work, urban design frameworks, built form controls and guidelines, other design-related policies
 - Superior analytical and conceptual skills to clarify and distil the key requirements of a project brief and possible solutions
 - Can work with the Project Director developing design solutions and more broadly developing intellectual property through design work
 - Is experienced in producing high quality argumentation and diagrams that are well structured and expressed and can demonstrably change a client's expectations about what is possible in a project
 - Can thoughtfully and critically balance competing objectives in the context of overall design strategies through analysis of the vast array of problems and constraints that arise on a project and the development of insights that clarify the path forward
 - Adeptness at hand drawing and sketching and in the required software platforms:
 - Proficient in Adobe Suite (especially Indesign and Illustrator)

- Highly skilled in 2D and 3D modelling software (key programs are AutoCAD and Rhino)
 - Familiar with GIS data and software (QGIS)
 - Additional knowledge and skills in scripting software such as (Grasshopper) and (Python) also highly desirable
- Can confidently deploy non-standard communication methods in appropriate situations
- Can establish and coordinate the documentation processes
- Practice-based Responsibilities
 - Capability and/or interest in promoting your skills and experience beyond the practice, as a member of the professional community
 - Involvement in internal TERROIR management and culture building
 - Involved in the development of fee proposals and tender documentation including task appreciations and methodologies
 - Focus on nurturing and enabling the development of junior team members
- Performance (KPIs)
 - All performance assessment – across all three Management, Design and Practice contexts - is measured on the basis of design excellence achieved.
 - Specifically, design excellence in this context refers to the TERROIR project as described in over 20 years of work, writing and publications.
 - As a minimum, these well-established standards must be met, but ideally, will be exceeded and expanded