

Who are we?



As an international architectural practice with offices in **Europe and Latin America**, with nearly 140 professionals, we are well placed to win interesting projects wherever our clients demand. Our leadership team of directors and office heads take a close interest in the quality and delivery of our service and we are proud of our reputation in the sectors of retail, logistics, workplace and data centres. Our success is founded on the quality of our staff and the collaborative working that thrives between all of Hyphen's eight offices.

Culture

We are passionate advocates of the architect's role at the centre of the design process and clients value our knowledge, experience and professionalism. We recognise that we are uniquely placed to promote quality in design and to advocate progressive values to the wider world, particularly inclusivity and environmental responsibility.

You might find it difficult to pigeonhole us. On the one hand we work in small teams where staff work closely together under the leadership of a director or associate. Collectively however our offices work highly collaboratively allowing us to punch above our weight and across a wide range of locations. This has allowed us to become a trusted partner of many of the world's leading companies



“There is the opportunity to better yourself and grow your career at Hyphen”



Working Environment

Because our individual offices are relatively small, we enjoy a friendly environment where new staff quickly become one of the team. We enjoy a strong social life outside of the office and the working year is punctuated with regular events such as a summer picnic or Christmas party. We have hosted charity events such as a UK mini triathlon in London's Queen Elizabeth Olympic park and to celebrate the 25th anniversary of our German business, we cycled from Winchester to Berlin to raise money for the Teenage Cancer Trust.

Our ethos is to celebrate success and this success is founded on the principles that support our values which include “We stand for quality”. We encourage staff to work to the highest standards of professionalism whilst demonstrating self-reliance and independence of thought. We want all staff to thrive and to achieve their full potential. We are proud that past-students who joined us for practical experience are now associates and that former associates are now shareholders and directors of the company. We believe in career progression and internal succession of leadership and ownership.

Why join Hyphen?

Finding Your Place In Hyphen

If you are taking the first steps in your career then we can offer you the experience and education that will support your rapid development. As well as formal training to suit your needs, we offer workplace mentoring and the opportunity to work closely with senior colleagues as part of a supportive team. We recognise the strength in developing teams with diverse training backgrounds including Architectural Technologists, Interior Designers and Mechanical/Electrical Engineers and this approach is reflected in the make-up of our leadership team. RIBA Part 1 and Part 2 architecture students will be allocated a mentor who will oversee practical training and we fund candidates' Part 3 course fees. Our client base is predominately end-users and the majority of our projects rapidly pass from concept to completion. This gives our staff the opportunity to experience a wide range of job phases including valuable site experience. Our RIBA Part 3 pass rate is excellent and we also support those architects qualified outside of the UK to transfer their registration, funding professional practice training if desired.

For anyone who is already qualified but are looking to advance their knowledge, we offer the chance to work within or manage teams engaged on our major client accounts. This provides invaluable experience in the management and delivery of projects as well as the opportunity to build client relationships. A large proportion of projects are located outside of the country in which our teams are based and so foreign travel opportunities are available for those wishing to work on projects somewhere new and are available to travel.

As well as regular CPD training we offer training and development opportunities for everyone, regardless of their role. This might include software training, technical or specialist training as well as coaching in people management, business management or team running.



“I enjoy being allowed to take ownership of my work so have freedom to learn at my own pace. I can test my ideas and I am encouraged to learn ‘on the job’”



Salary & Benefits

We pay competitive salaries and we review these regularly to ensure that our remuneration is fair. We undertake an annual group-wide gender pay gap survey, the results of which are shared with all staff. When the business is sufficiently profitable we try to pay a discretionary annual bonus. In addition to salary, staff who have served the required probationary period are enrolled on our pension scheme in accordance with UK legislation, and our company contribution towards the scheme is currently above the statutory minimum. We operate other benefit schemes, such as the UK Cycle to Work Scheme and Childcare Vouchers

Where training requirements are agreed we pay course fees and offer study leave where appropriate. In addition we pay professional registration fees to recognised trade or professional bodies.

Since the pandemic we have operated **hybrid working** with UK staff required to attend the office or site a minimum of two days per week with the balance worked remotely. We recognise that working parents or others with family care commitments may need to adopt flexible work times and where reasonable requests are made, we try to accommodate. We work a 37.5 hour week operating a ‘flexi-Friday’ policy, closing early at the end of the week.

We offer a minimum of 20 days paid leave, plus UK public holidays, rising to reflect length of service. We welcome applications from anyone considering returning to the workplace after a period of absence or those seeking part-time opportunities.

Interested?

If you feel that Hyphen is a place where you can contribute your best work, be proud of your achievements and see your career develop we would love to hear from you. We deal with all applications promptly and can offer both on-line and face-to-face interviews. Please apply to careers@hyphen.archi