

Hello!

Howells

A close-up, vertical view of an architectural model. The model features a prominent facade made of light-colored wooden slats arranged in a grid pattern. The slats are spaced evenly and create a screen-like effect. The background is a blurred, light-colored structure, possibly another part of the model or a real building, which provides a sense of depth and context for the architectural design.

# Howells

We make buildings and places that transform cities, create communities and enrich lives. We're an ambitious group of architects, designers and makers working throughout the UK and internationally.

We aim to have a positive impact on neighbourhoods, cities, regions and people. Increasingly, this extends beyond architecture to advising on and developing strategies for private and public organisations – and for individuals with a passion for change.

Every Howells project is informed by listening and problem-solving, helping us distil clarity from complexity. The Howells experience is an energetic exchange of ideas between client and design team, people and place.

From small to large projects, from dwellings to cities, our approach is based on principles that ensure we minimise environmental impact and enhance people's wellbeing.



# Howells Academy

We are committed to ensuring that all staff have access to learning, development and training opportunities which enable them to be suitably knowledgeable and skilled to carry out their role, and to develop their talents in ways that fit with our strategic objectives.

At Howells we recognise that our staff are our most important and valuable asset, whose training needs are ongoing and consistently evolving in nature. By increasing the skills and knowledge of the individual, we believe that we can develop confident, highly qualified staff who can provide the quality and efficiency we strive for.

Our team's careers are developed by providing the opportunity for management and technical training courses. The responsibility for identifying training needs, and ensuring they are met, lies with the line manager. However, commitment to personal development rests with the individual.

The Howells Academy encapsulates all the training we provide at the practice into one programme to ensure regular training and development is delivered to all employees using various methods.





## In-house learning

We deliver a programme of talks and hold discussions on various topics with breakfast for all attendees. These include knowledge sharing, systems, software and soft skills from in-house staff. Most sessions are optional however some are mandatory for all staff to attend.

## One to one / small groups

We provide one to one or small group sessions for more focussed training on specific subjects. These are carried out by in-house experts and most commonly these training sessions will be around CAD software, internal systems or Microsoft based applications.

## Comprehensive CPD lecture series

Our CPD program is managed by our CPD committee consisting of staff volunteers. This committee ensures the annual curriculum aligns with RIBA's approved topics to guarantee quality sessions. These are predominantly held in the office at lunch time and refreshments are provided free of charge.

## Sponsorship

We will support training and formal education which leads to qualifications relevant to your career and help you achieve your full potential, regardless of level or role. Professional development is aligned with the strategic direction of the Practice, and we consider financial support and study leave on a person by person basis.

We offer a successful and comprehensive Part III Professional Qualification support programme. This includes a contribution towards fees as well as study leave. We also implement a mentoring scheme whereby Part III students work with a senior member of architectural staff, typically a Senior Architect or Associate, who help to guide them through the course, and assist with case studies and past papers. We are exceptionally proud to say that a high proportion of our Part III students gain a distinction and stay with us as they progress in their career.

# Culture

Our work is rooted in collaboration and exploration. We have a diverse team of talented designers working alongside a range of experts to make outstanding projects.

## New London Architecture

Howells holds a company membership with the NLA which gives staff the opportunity to engage with other people who are interested in the built environment; sharing industry knowledge and taking part in learning and network events.

## Office Presentations

We hold regular informal office wide presentations in person and online to share the development of some of our exciting projects.

## Summer Research Trips

We organise a yearly research trip to an interesting city to give our staff time away from their desk and hopefully provide inspiration by seeing innovative or historical architecture up close. In recent years we have explored Amsterdam, Somerset, Antwerp, London, Dublin and Cambridge.

## Family Day

We organise annual Family Day outings to bring staff and their families together outside the office. Events have included subsidised visits to the Panto at Birmingham Hippodrome, sports day, and family picnics.







## Christmas Party

Every year we host a Christmas party, which gives everyone the opportunity to celebrate Howells' success over the course of the year and enjoy a festive drink and boogie.

## Fridge Friday

Every Friday from 5pm, the fridges are open for you to help yourself to beer, wine and other refreshing beverages in celebration of the week and a restful weekend.

## Sports

We support a programme of sporting activities, including 5-a-side football, fitness club, climbing group, and a softball league during the summer months.

In Birmingham, we offer free weekly Vinyasa Hatha flow yoga classes by Laura Mas who has as over 20 years' experience as a qualified yoga teacher.

## Art Club

To foster confidence in drawing we host a weekly art club and monthly guided art classes which explore techniques and challenges including quick sketching, life drawings, lino cutting and clay modelmaking.

## 321 Bradford Street

Our Birmingham office is situated in Digbeth where we have a ground floor gallery, presentation room and our Nest café, offering us an excellent variety of tasty locally sourced food and barista coffee. The building is also home to Smart Works, alongside ScanTech, Urban Splash, Akerlof, Create.iF and Wilkinson Beven Design.

## Middlesex House

Our light-filled London office is in the bustling heart of Fitzrovia at Middlesex House, which was originally built in 1934 and fully redesigned in 2001. All the offices are centred around an open courtyard where we hold regular events and socials with our neighbours.

# Giving

Howells are committed to making social impact through the way we run our practice, with over 30-years of philanthropic action.



There are people from all walks of life who work in both offices. This diversity has fostered a social and positive atmosphere both inside and out of work.

George Richardson, Senior Architect

## Charitable giving

We address social issues through our work with our clients and our relationship with our own local community in London and Birmingham. We have a CSR Working Group and in 2022 we supported over 20 different charities and developed close ties with our Charity of the Year: Feedo Needo, who are tackling food poverty and homelessness. Alongside we have also supported LandAid and not-for-profit organisations including Birmingham Hippodrome, B:Music, Open City and Ikon Gallery.

## Smart Works

Our chosen Charity of the Year 2023 is Smart Works. A UK charity that exists to give women the confidence they need to reach their full potential and change the trajectory of their lives. They do this by offering coaching and giving high quality interview clothes to unemployed women, with a kindness and respect which helps people have the self-belief they need to succeed.

Smart Works are based in our building in Birmingham and throughout the year our staff will be volunteering and helping to raise funds for their important work.



# Sharing

For us, working in architecture is not just a job but a pleasure, and inspiring others to follow us into a career in architecture and design is one of the most rewarding parts of our job.



## Education

We host visits from many schools and universities, and some of our teams are closely involved with some of the UK's leading architectural schools, giving lectures and taking part in end of term reviews.

## Summer School

Each year we hold a Summer Design School in Birmingham, to demonstrate what a creative, fulfilling, and exciting career choice architecture can be. The week-long event is for students aged 14–18, many of whom go on to have successful careers in design and return to us throughout their academic journey for work experience and guidance.

## London Festival of Architecture

Since 2017, Howells has participated in the LFA; opening up our London Studio to the general public who are treated to exhibits on our work and are able to chat to our architects or get careers advice. We have also run architectural tours of some of our projects including London City Island, English National Ballet and Royal Wharf.



# Benefits

- 20 days holiday (plus statutory Bank Holidays) and a discretionary 3 days fixed holiday over Christmas
- Up to 5 days additional holiday – based on length of service
- RIBA/ARB fees paid
- Pension scheme
- Season ticket loans
- Salary sacrifice schemes such as Tech Scheme and the government's Cycle Scheme
- Secure bike storage and shower facilities
- Nest Canteen Birmingham (33% discount for Howells employees)
- Complimentary fresh fruit and a wide selection of drinks



# What's next?

We are working positively to transform large parts of the UK by creating thriving and sustainable places and communities.

In Birmingham, we continue to be involved in the transformation of Paradise into a thriving, walkable mixed-use quarter, integrating the city's most celebrated Grade I and II\* listed civic buildings. The project has already successfully helped to green the city and attract international businesses which will grow the city's economy. We are now on site with Octagon, the first pure octagonal high-rise residential building in the world.

We are involved in many other transformational projects in our hometown, including Port Loop, the new home for the BBC at Typhoo Wharf and Our Future City with Birmingham City Council to grow the city core through new housing-led, low-carbon infrastructure.

In London, Howells is best known for our work in East London, including London City Island, home to English National Ballet's HQ, and Royal Wharf/Riverscape, a new piece of the city creating over 4,000 homes. We are also working on masterplans in Edgware and Newham alongside other transformational urban projects throughout the UK, Ireland, Europe and Australia.



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