

Role Summary

Foster + Partners is a global studio for sustainable architecture, urbanism, engineering and design, founded by Norman Foster in 1967. The practice was founded on a philosophy of innovation, sustainability and design. Over the years, these values have been central to the creation of many of the world's most iconic buildings and are still at the core of the practice today. Foster + Partners are experiencing a period of exceptional growth and has doubled in size over the last few years.

Over 2,500 colleagues spread over 22 countries enable our success. They are creative, dedicated, and hold deep technical expertise. We are bound together by an inclusive culture rooted in collaboration, collective challenge, and a competitive edge.

Role Purpose

This is a high-impact role for a skilled Recruiter who can deliver exceptional end-to-end hiring services across architecture. You'll take lead for recruitment across high value, specialist roles in our architecture teams. This includes engaging hidden talent, building lasting partnerships and filling roles in a fast-paced and creative environment. Building and developing your network is going to be key.

Most hiring will be London-based, with some international recruitment across our global studios. You'll work closely with hiring managers, HR partners and other TA team members to deliver a seamless, inclusive and forward-thinking recruitment experience that reflects our values and ambition.

Role Definition

Job Title: Recruiter – Architecture
Reporting To: Talent Acquisition Manager - Early Careers and Architecture

Responsibilities**Architecture Recruitment**

- Recruit mid and senior level Architects for our global architecture teams. This will involve searching for niche skillsets as required. This individual will need to use a variety of sourcing techniques, networking and relationship building to fill the roles at a fast pace.
- Develop strong relationships with hiring managers to understand workforce needs, requirement briefs and team structures.
- Tailor sourcing strategies to attract top tier design talent, with a focus on creativity, quality and fit, all whilst ensuring hiring timelines are adhered to.
- Ensure excellent candidate and stakeholder experiences throughout the recruitment lifecycle.
- Plan and deliver campaigns, events and selection processes in line with hiring needs.
- Work closely with L&D and business teams to ensure smooth transitions from offer through onboarding.
- Helping to build brand awareness.

Candidate Experience, Market Insight & Collaboration

- Act as an ambassador for Foster + Partners with talent communities.
- Use recruitment data and market insights to inform planning and improve hiring outcomes.
- Collaborate with HR, Marketing and other functions to strengthen employer brand and outreach.
- Champion diversity and inclusion across all recruitment touchpoints.

Qualities and Skills Required

- Able to demonstrate ability to undertake the above responsibilities.
- Legally able to work in the country in which the position is based.
- An experienced recruiter with a strong track record across architecture hiring, particularly around being able to deliver at a fast pace.

- Highly skilled in niche sourcing, selection and stakeholder engagement.
- Knowledgeable about architectural hiring trends and able to use this information to help inform hiring decisions.
- Good interpersonal skills and a strong team player, you'll be a part of a high functioning talent team.
- Experience of working globally, and able to demonstrate an awareness of different working cultures.
- Exceptional relationship-builder with confidence working across different levels, functions and regions.
- Agile, proactive and organised, able to juggle multiple priorities with ease.
- Passionate about talent development and inclusive recruitment experiences.
- A growth mindset and flexible attitude.
- Excellent organisational skills. Resilient to cope with conflicting demands, able to prioritise duties and work effectively under pressure.
- Able to manage sensitive and sometimes confidential information.

Why Join us?

This is a rare opportunity to join Foster + Partners at a pivotal point in our Talent Acquisition transformation. You'll shape how we attract and hire the best minds across an incredibly diverse portfolio — from engineering to IT, from model making to corporate leadership. If you're excited by the idea of building a world-class team, partnering with brilliant people, and delivering with creativity and quality every day, we'd love to hear from you.

This description reflects the core activities of the role but is not intended to be all-inclusive and other duties within the group/department may be required in addition to changes in the emphasis of duties as required from time to time. There is a requirement for the post holder to recognise this and adopt a flexible approach to work. Job descriptions will be reviewed regularly and where necessary revised in accordance with organisational needs. Any major changes will be discussed with the postholder.