

## **Role Summary**

We are a diverse team of creative and analytical thinkers shaping the future of work, life, and the built environment. Collaborating on global projects, we partner with our designers and leading clients to deliver innovative, forward-thinking strategies. With a strong focus on Environmental Psychology, we bring human-centred insight into the design process, ensuring that spaces not only function, but also support wellbeing, behaviours, and performance.

The Environmental Psychologist will have expertise in workplace behaviour, environmental wellbeing, and human-centred design. You'll bridge psychological insight and spatial strategy, supporting projects from research through to implementation. Working closely with interdisciplinary teams, you'll help shape environments that enhance experience, connection, and productivity.

## **Role Definition**

**Job Title:** Senior Environmental Psychologist (Workplace Consultancy)

**Reporting To:** Senior Workplace Consultants (Associate Partners) on a day-to-day basis and ultimately to the Head of Workplace Consultancy

## **Responsibilities**

### **Project Delivery & Strategy Support**

- Analyse project briefs to extract key psychological insights.
- Assess buildings and spaces using environmental psychology methods (POE, Behavioural Mapping, Environmental Measurements, etc).
- Identify user needs by project type (e.g. office, hospital).
- Collaborate with consultants and designers to turn insights into spatial strategies.
- Advise on wellbeing, perception, and behaviour across building typologies.
- Support inclusive and neurodivergent design innovations.

### **Research & Insights**

- Lead research on topics like neuroarchitecture, wellbeing, and healing environments.
- Analyse data from interviews, workshops, surveys, and time-use studies.
- Present spatial studies and research findings in a compelling way.
- Liaise with universities or research partners to share knowledge.
- Translate findings into frameworks, toolkits, or design protocols.

### **Client Engagement**

- Prepare materials for interviews, workshops, and analysis.
- Help translate client needs into strategic and design recommendations.
- Communicate complex ideas in a clear and accessible way.

### **Business Development**

- Promote human-centred design ideas across the whole practice through articles and seminars.
- Represent the firm at conferences and events related to psychology and design.

### **Other**

- Contribute, or otherwise assist, as required.

- Equity, diversity & inclusion (EDI) is a core priority. To support and champion the embedding of this focus as a collective workforce responsibility, EDI should be integrated, where relevant, into all workstreams.
- Thorough knowledge of and compliance with Foster + Partners procedures and standards.

### Qualities and Skills Required

#### Soft Skills & Mindset

- Able to demonstrate ability to undertake the above responsibilities.
- Legally able to work in the country in which the position is based.
- Proactive, self-motivated, and ownership driven.
- Strong communicator and storyteller.
- Organised, adaptable, and collaborative.
- Confident translating client needs into design solutions.
- Committed to continuous learning and open to international travel.
- Excellent organisational skills.
- Able to manage sensitive and sometimes confidential information.
- Self-motivated and able to take responsibility.
- Able to demonstrate initiative and a proactive approach to daily tasks.
- Good interpersonal skills and able to work independently and as part of an effective team.
- Flexible attitude.
- Able to build good relationships at all levels, internally and externally.
- Resilient to cope with conflicting demands, able to prioritise duties and work effectively under pressure.
- Able to work as part of an effective team assisting and supporting team members.

#### Technical Skills

- Experience with behavioural research methods.
- Skilled in survey and data analysis tools.
- Familiar with environmental psychology, workplace trends, and inclusive design.
- Ability to visualize concepts and findings.

#### Experience and Academic Background

- MA in Environmental Psychology, Behavioural Science, or a related field.
- Additional certification/Master's in neuroarchitecture or inclusive design desirable.
- Typically has 4 years' experience applying psychological insights to the built environment.
- Proven experience of working in the architectural field.

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 postholder 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.