



WR-AP PRACTICE CULTURE



INTRODUCTION

WR-AP works collaboratively with partners who share our passion for architecture's role in creating a balanced relationship between society and the planet.

We bring large practice experience to our studio approach, ensuring we provide a committed and hands-on service to every brief and client. Our team specialises in guiding people and organisations through the rigorous process of planning and delivering responsible and inspiring architecture.

WR-AP is dedicated to creating a sustainable future. We believe optimum building performance is indivisible from good architecture, from individual homes and re-purposed buildings to large-scale developments. Our team interrogates every opportunity to minimise our impact on the environment, to deliver buildings which are beautiful, functional and operationally efficient.

CORE VALUES

People Centric:

We believe in putting people at the heart of everything we do. We value our clients, our team, and the communities we work with. We strive to create spaces that enhance the lives of individuals and contribute positively to society.

Authentic:

We embrace authenticity and celebrate individuality. We believe in being true to ourselves and our clients, fostering an environment where everyone can express their unique perspectives. Our designs reflect genuine craftsmanship and a sincere appreciation for timeless aesthetics, balanced with a true purpose to create sustainable and beautiful buildings.

Collaborative:

We thrive on collaboration. We understand that great ideas come from working together, both internally and with our clients. We actively seek partnerships, listen attentively, and value diverse viewpoints. By working as a team, we create holistic architectural solutions that exceed expectations.

Curious:

We have an insatiable curiosity that drives us to explore and push boundaries. We love asking questions, seeking inspiration from various sources, and staying ahead of the latest industry trends. We embrace innovation and continuously challenge ourselves to deliver creative and forward-thinking designs.

Commitment:

We are committed to excellence in all aspects of our work. We approach every project with dedication, professionalism, and unwavering attention to detail. We honor our commitments to the people that commission us, and we take our commitment to the climate emergency seriously.





OUR CULTURE

WR-AP's leadership style is open and inclusive with the directors working amongst the team and consistently sharing decisions for the practice's future with all involved. Both directors and staff create a collaborative and supportive environment within the office with everyone bringing a positive contribution to sharing, encouraging and inspiring others.

WR-AP is known by employees and clients alike for the directors hands on approach to the mentoring and professional development of staff along with their involvement in projects of all sizes.

There is a strong focus on creating a lively and social atmosphere within the office with many opportunities for staff to form bonds both in and out of office hours.

As a practice WR-AP wants to make a difference within our local community beyond the architecture we design. One way we go about this is through our annual team volunteering sessions along with the opportunity for each member of staff to take a day to volunteer for a cause of their choice. Previous examples of our efforts include volunteering for the Petersham Common Conservators as well as with the Friends of Ham Lands.

WR-AP members look for the next challenge in their careers, they don't shy away from responsibility and they want to be part of a practice where they can grow and contribute actively.

BENEFITS

Healthcare

- Every permanent employee receives a BUPA healthcare plan

Holidays

- 20 days of paid holiday per year, plus statutory bank holidays
- Additional days off given between Christmas and New Years (unless there's a big deadline)

Working Hours:

- Flexible lunch hour to accommodate your workload and preference
- Ability to work from home if the need arises
- We work hard to avoid overtime with the workday being 9am - 5:30pm.

Social Events

- Annual Christmas and practice birthday party
- Annual summer day out
- Team lunches
- Office drinks and nibbles on a Friday for the last hour of the working day
- Annual team volunteering day
- Attending lectures along with regular CPDs
- Attending local events

Office Culture

- Bright and airy WR-AP renovated offices, close enough to Bushy Park for a lunchtime stroll
- Personal desk space you're welcome to personalise
- Plenty of office plants and greenery
- Relaxed and informal dress code

Training

- Regular CPDs for the whole team, suggestions encouraged
- Weekly team meetings
- 1-1 support from both the team and directors
- Team design reviews to share opinions and ideas on ongoing projects
- Opportunity for time to be allocated to better your skills and knowledge

Additional Benefits

- Discretionary Christmas bonuses





GET IN TOUCH

Here at WR-AP we are very proud of where we are and what we're trying to create permanently and are excited to continue to add talented individuals to our team as we grow.

If you have any questions please feel free to get in touch via our email or give the office a call for a chat with one of our friendly members of staff.

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