



Employment Information Pack

www.lungfish-architects.co.uk



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Introduction

The increase in demand for Scape's services has led to a company restructure which requires a number of new posts to be recruited to.

This Application Pack has been prepared to provide an overview of the organisation and the vacancy. Further information about the company can be found on the Scape Group website www.scapegroup.co.uk.

Overview of Scape Group

Scape is a public sector owned built environment specialist that offers a full suite of national frameworks and innovative design solutions.

Through a rigorous selection process, Scape Group brings together the strongest delivery teams in order to enable the development of performance managed and rapidly deployed procurement and partnering solutions. In addition, we employ the most talented architects in the market who consistently deliver exceptional results.

With everything we do, our solutions are designed to encourage continually reducing costs, ever increasing quality, as well as stimulating local economic growth and community benefits.

The company is owned by Derbyshire County Council, Derby City Council, Gateshead Council, Nottinghamshire County Council, Nottingham City Council and Warwickshire County Council in equal shares.

Scape provides the following services, details of which can be found on our website.



Scape's Vision Statement

Our vision is to be leaders in collaborative working, providing cost effective solutions by using simple, easy to use and stress free processes which deliver an inclusive and engaging experience for our clients and the communities we serve.

Core Values

Scape core values are important and encompass the enduring beliefs/ideals shared by all stakeholders about what is good or desirable at Scape. They exert a major influence on our behaviour and serve as broad guidelines in all situations.

Commitment – we are committed to making a difference to our clients for the benefit of the communities we serve.

Caring – we are considerate and respectful of each other, working together to provide the best service we can.

Open and Honest – we are open, honest and inclusive in our communication and in making decisions. We are approachable and available at all times to help and support our customers.

Sustainable – we take the long-term view, are passionate about our environment and its ability to provide for a vibrant local economy and the well-being of local people.

Exemplary – we strive for excellence in all we do. We are ambitious, innovative & lead by example. We seek to continuously improve, both in what we do ourselves and how our clients work.

Scape's Nature

Scape is a strategic procurement and design services organisation. We provide innovative procurement arrangements and a system build product. By applying a disciplined contemporary and continuous improvement approach to its activities we enable our clients to innovate and work more efficiently.

Scape's approach is unique; its managed procurement arrangements for the delivery of construction projects, crossing public and private sector boundaries, are exceptional. In addition, the construction system build product is in client ownership which enables full control of design and delivery. This puts Scape at the forefront of strategic partnering arrangements and construction systems in the UK.

Scape is also a collaborative organisation facilitating operational and strategic relationships between public and private sector organisations applying best practice principles. The company has inherited a valuable knowledge bank of system build products, old and new. Scape makes this resource available to our clients to enable them to maintain their building stock and generate an income for the business.

Company Management

Scape is managed by a Board of Directors of seven individuals comprising of six nominated by the shareholding authorities and the Group Chief Executive (GCE) of Scape. The Shareholders approve the Business Plan and appoint the GCE. Each shareholder has an appointee to represent them. The objectives and the values of the company will be influenced by its shareholders. The GCE has delegated powers from the Shareholders, approved by the Board of Directors, to carry out day to day management of the Company and to deliver the Business Plan.

Scape has always had an inhouse architect practice, Scape Design, which rebranded as Lungfish and launched in April 2016.



Creating purposeful, elegant and sustainable civic buildings, Lungfish Architects has just one structured three-tier approach: to listen, explore and work with their clients on a design-led cycle. The client journey could involve a modular build, a purely bespoke design or a combination of both. The output is always the same, whichever option best meets the client's needs; a positive, welcoming environment where people thrive. Honing standardised school design and enhancing communities everywhere, the team has provided over £100m of school and classroom builds since 2010.

Lungfish's vision is simple: to give their clients the best possible solution. You will be working with a team brimming with enthusiasm, talent and commitment to bringing their client's vision to life. From sketches to bricks and timber, you will partner with your client every step of the way, all the while mitigating risk and guaranteeing exceptional quality. Rolling up their sleeves and getting stuck in is what makes Lungfish stand out from the crowd of architect practices and means their clients return time and time again.

Salary, Benefit Package and Office Location

Salary – Scape regularly reviews the salary ranges against the current market to ensure that the organisation retains its status as an employer of choice. You will find the details specific to this post in the supplementary information specific to the role you are applying for.

Benefits – As an employer, Scape offers a wide range of employment initiatives and working arrangements to its employees. These are aimed at creating a positive working environment in which employees are able to work to their full potential and achieve a healthy work/life balance.

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These include:

- A comprehensive induction, training and development programme
- Local Government Pension Scheme available to all employees. Scape makes a generous employer contribution (currently 14.7%)
- Flexible working hours
- 25 days' annual leave, in addition to 8 days' statutory bank holiday entitlement
- Holiday buy back scheme
- Up to two-months' salary as a company bonus dependent on profit margins
- Individual performance related pay scheme up to 5% of gross salary
- Bupa private health care paid by Scape for you, your partner and dependents
- Comprehensive personnel policies to support your work/life balance
- Generous expenses scheme including lump sum payments and/or mileage reimbursement dependent upon the role

You will find supplementary information with the job description and person specification which sets out the salary and car allowance attached to the role you are applying for.

Office Location

Many of Scape's posts are UK wide roles, but will predominately work out of the Scape office in Nottingham. Scape also has satellite offices in London, Glasgow and Wales.

Due to its location, car parking at the Scape office is limited with a rota for sharing the available spaces. In line with Scape's sustainability policy the use of public transport is encouraged.