

Studio Leader

Position Description

- About us:** Since 1989, Hodgkison has delivered excellence in Architecture and Interior Design across a diverse range of projects throughout South Australia and the Northern Territory.
- At Hodgkison, client satisfaction is our highest priority, and we tailor each project to suit the site, surroundings, programme, and cost requirements, providing peace of mind, a seamless process and functional delivery.
- About the role:** This role will take full ownership of a dedicated studio and play a pivotal role in our strategic transformation. This role will combine outstanding design and technical leadership with business acumen, people leadership and client development.
- Reporting & Working Relationships:**
- Reports to the Managing Director.
 - Working relationships with all business and professional staff having regard for the geographic spread of locations and the business diversity.
- Key Responsibilities:**
- Provide creative and technical leadership across complex education, healthcare and aged-care projects.
 - Build, mentor and inspire a high-performing multidisciplinary team.
 - Oversee studio operations, financial performance, utilisation and profitability.
 - Lead business development, client relationships and strategic pursuits.
 - Champion innovation, digital transformation and metrics-driven outcomes.
 - Work in close partnership with the Managing Director to shape firm-wide strategy.
 - Contribute to the evolution of our brand and culture.
 - Drive project delivery within agreed quality, schedule, and budget targets.
 - Collaborate with architectural staff and contribute to capability building and knowledge sharing within the practice.
 - Participate in Continuing Professional Development (CPD) activities.
 - Take personal responsibility for awareness and compliance with all procedures, standards, practices, and policies of the practice.
 - Update timesheets daily.
- Qualifications and expert criteria:**
- Registered Architect in Australia
 - 10-15+ years' experience in an architectural practice with proven leadership experience in education, healthcare, or aged care.
 - Strong portfolio and client references.
 - Demonstrated success with modern Adelaide studio, business development and client relationship management.
 - Strong understanding of commercial drivers, project profitability and practice management
- Technical Skills:**
- Advanced knowledge of design, documentation and delivery processes across all project stages.
 - Strong proficiency in industry-standard software (e.g. Revit, BIM workflows, project management tools).
 - Sound understanding of construction methodologies, codes, standards and regulatory requirements.
 - Financial acumen, including budgeting, forecasting, fee management and utilisation tracking.
 - Experience implementing or contributing to digital transformation initiatives.
 - High-level capability in risk management, contract administration and project governance.
- Personal Qualities:**
- Visionary leader with the ability to inspire, influence and drive change.

Initial: _____ / _____
Company Employee

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- Strong commercial mindset combined with design excellence.
- Exceptional communication and interpersonal skills with the ability to engage stakeholders at all levels.
- Collaborative and approachable with a genuine passion for people leadership and mentoring.
- Strategic thinker with the ability to balance vision and operational delivery.
- Resilient, adaptable and solutions focused in a fast-paced environment.
- High level of integrity, accountability and professionalism.
- Passionate about contributing to a positive, inclusive and high-performance culture.

Workplace Health, Safety and Wellbeing:

- Comply with all Hodgkison policies and processes in relation to workplace health, safety and wellbeing including reporting any work-related injury, illness, or hazard to Human Resources as reasonably practical.
- Take reasonable care for your own health, safety and wellbeing and the health, safety and well-being of other people who may be affected by your conduct in the workplace.