

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 newly created Talent Acquisition leadership role focuses on hiring across a broad range of specialist and corporate roles at Foster + Partners. As Talent Acquisition Manager – Specialist & Corporate Functions, the role is responsible for building and inspiring a high-performing team delivering exceptional recruitment service. It partners closely with business leaders to attract top talent across engineering, IT, model making, BIM, environmental design, urban planning, and corporate areas such as finance, HR, and administration. The remit is global, with most hiring based in the UK and a growing presence in international markets. This is a unique opportunity to shape and evolve the hiring strategy for a diverse and dynamic portfolio.

Role Definition

Job Title: Talent Acquisition Manager – Specialist & Corporate Functions
Reporting To: Head of Talent Acquisition

Responsibilities

Team Leadership & Development

- Build, lead and coach a high-performing Talent Acquisition team with a strong focus on quality, consistency, and service excellence.
- Create a culture of accountability, inclusion, and high performance — with clear roles, goals, development opportunities and recognition.
- Set direction and priorities for the team, aligning recruitment delivery to the needs of the business and workforce plans.
- Act as a role model, mentor and escalation point — supporting team members in developing their skills, stakeholder management and impact.

Stakeholder Partnership & Delivery

- Lead end-to-end recruitment activity across a broad portfolio of specialist and corporate roles — engineering, IT, environmental design, model making, BIM, urban planning, and support functions.
- Partner closely with business leaders to deeply understand needs, plan ahead, and deliver tailored, high-quality recruitment support.
- Support business leaders and HRBPs with talent pipeline development and recruitment planning in line with workforce plans.
- Champion a service-led, collaborative approach to hiring — ensuring the team delivers excellent candidate and hiring manager experiences.

Sourcing, Market Insight & Innovation

- Drive a proactive, insight-led sourcing approach — using talent intelligence, digital tools and AI-enabled search strategies to identify and engage top talent.
- Lead campaigns and talent pipelining initiatives for priority or hard-to-fill roles.
- Ensure the team is equipped with up-to-date market knowledge, sourcing techniques and tools to deliver with confidence and credibility.
- Stay informed on trends in talent acquisition, recruitment marketing, technology, and competitor activity — continuously evolving our approach.

Process, Quality & Candidate Experience

- Set and uphold high standards across every stage of the recruitment process — from briefing to onboarding.
- Monitor performance and feedback to ensure a consistently high-quality candidate and hiring manager experience.
- Champion inclusive hiring practices and support diversity and equity goals through thoughtful sourcing and process design.
- Work closely with the Talent Acquisition Operations team to embed best practices and ensure accurate, timely use of systems and data.

Qualities and Skills Required

- A confident, experienced TA leader with a track record of managing hiring teams across specialist and corporate roles in complex or creative environments.
- Experience building and leading high-performing teams — with strong coaching, direction-setting, and delivery oversight.
- A credible partner to senior leaders with the ability to listen, advise and collaborate effectively.
- Skilled in sourcing, stakeholder engagement and recruitment delivery across a wide range of disciplines.
- Up to date with the latest sourcing tools, platforms, AI innovations and recruitment marketing approaches.
- Service-oriented, quality-driven, and passionate about delivering exceptional experiences.
- Highly organised, responsive, and energised by working at pace in a changing environment.
- Motivated by working in a design-led, mission-driven studio with a global outlook.

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.