

Atelier de Linde:

Unlocking Potential by Employing Differently

In today's competitive world of architecture, finding a team that thinks differently can be a challenging task. At Atelier de Linde, we pride ourselves on our unique approach to employment. We understand that traditional models may not suit everyone's needs, and that's why we strive to do things differently.



AdeL employees are talented, self motivated, exceptional human beings who are driven to deliver our clients dreams whilst having fun and learning something new every day. A professional, enthusiastic attitude is vital so on the rare occasion that we meet a person displaying these qualities, we not only want to recruit them, we want to ensure that we keep them!

We believe in creating an environment that fosters innovation, creative flexibility, and work-life balance, allowing our employees to thrive and excel in their roles, ultimately leading to a very low employee turn over.

Flexible, Hybrid Working

We chose early on to embrace hybrid work options, recognising that the traditional 9- to- 5 office based model may not be conducive to everyone's personal circumstances. Our employees have the opportunity to work from wherever they like providing the work gets done, on time, and to a high standard. Some employees choose to come in to our offices, while others prefer to work remotely.

Our most unique case being an employee who travels the world full time with her young family. Founding Director, Angie Pool says that "Humans on positive growth journeys resonate with our leadership styles and ethos. We met Charlotte while she worked for another company and when we heard of her plans to give up the traditional life of school runs and 9-5 to explore lands unknown, we wanted to join her adventure! We created a role without time sensitive tasks that supports her journey whilst being able to work flexibly from across different time zones."

By offering the option to work remotely, we empower our employees to manage their time and environment in a way that suits them best.



Charlotte, marketing and comms, our world traveller



Stephanie Tillman, Architect

Support through training

Training to be an architect is a tough process with candidates having to undergo a rigorous seven-year programme that requires them to dip in and out of practice throughout. Having been through this process themselves, both Tara and Angie value and support good quality students who enjoy returning after each stint of studying. First, after their 3 year degree, then again after a 2 year diploma before undertaking a masters in contract law and practice management.

During the first 24 months of work experience each student is expected to complete Professional Experience Development Record (PEDR) sheets which AdeL reviews and signs off. This practice allows us to work as a team to monitor and assess progress, ensuring that each student meets the required standards in architecture and set achievable targets for their growth.

Mentorship

Founding Director Tara de Linde is an experienced lecturer and examiner at several top universities including Bartlett, Cambridge, KSAP and Kent Uni . Her position enables her to mentor and nurture the talents of aspiring architects and ensures AdeL is strongly placed to recruit good calibre students from the early stages of their careers.

Internships

Every summer, we offer one or two-week internship programs to sixth form graduates with the aim of inspiring the next generation for our industry. Our interns have the opportunity to work with experienced architects, enhance their knowledge, and work on real projects. This program provides them with practical experience and a glimpse into our company's culture.

Apprenticeships

At AdeL, we strongly support the increasingly popular apprenticeship route to becoming an architect. This involves employing and financially supporting a student through post graduate (RIBA Part II and III) studies. Our current apprentice is undertaking her academic work at Cambridge University where AdeL is also a Professional Studies Adviser for students doing their RIBA part III course.



We are incredibly proud to offer an employment model that prioritises individual needs, flexibility, and personal growth. We understand that each individual brings unique strengths, and we create positions that align with their skills and interests. This approach not only ensures job satisfaction but also allows our employees to fully leverage their capabilities, leading to greater innovation and success. This ultimately leads to delivering excellence to our clients and ensuring their dreams are realised, the sole purpose of Atelier de Linde.