

## Where the people went

Every senior architecture move on Arcavia's register to September 2026, counted by the practice that hired. Every one of them now carries a date.

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98

MOVES RECORDED

55

PRACTICES HIRING

13

TO ONE PRACTICE

7

IN AUGUST

# Where the moves landed

Thirteen of the 98 moves went to one practice.

| PRACTICE            | MOVES | AUGUST |
|---------------------|-------|--------|
| Gensler             | 13    | 2      |
| Benoy               | 6     | —      |
| HLM Architects      | 6     | 1      |
| HKS                 | 5     | —      |
| Jacobs              | 4     | —      |
| Broadway Malyan     | 3     | —      |
| tp bennett          | 3     | —      |
| Buckley Gray Yeoman | 3     | —      |
| Ryder Architecture  | 3     | —      |

TWICE EACH · 6 PRACTICES

3DReid · AECOM · Corstorphine & Wright · PRP · Ridge and Partners · WSP

A further 40 practices recorded a single move each; all of them are named in section 03. **Method.** Each figure counts people who joined that practice. It is a count of arrivals only — departures are not subtracted, so these are not net figures and do not describe a change in headcount. 92 of the 98 moves fall in the twelve months to September 2026; five are earlier, dated between March and September 2025, and are flagged where they appear. One move carries no month.

13 / 98

MOVES TO GENSLER

THE ARCAVIA READ

Gensler took 13 of the 98 moves we recorded, against six for the next largest destination, and the run has not eased: two of the seven August moves and both September moves went there.

15 practices hired more than once. 40 recorded a single move, which is the shape of a market made up of many small studios rather than a few large ones.

On the other side of the ledger, Nine practices appear more than once as a previous employer, led by Arcadis, Broadway Malyan and Corstorphine & Wright on three each. Where the same name recurs there, it is a route that has already been walked.

# Seven moves, six practices

Grouped by the practice that hired, most moves first.

| NAME AND NEW ROLE                                                   | MOVE                                      | REGION     | EFFECTIVE |
|---------------------------------------------------------------------|-------------------------------------------|------------|-----------|
| <b>Gensler</b> 2 MOVES                                              |                                           |            |           |
| <b>Joe Bateman</b><br>Technical Coordinator                         | Corstorphine & Wright → <b>Gensler</b>    | MIDLANDS   | AUG 2026  |
| <b>Matt Godwin</b><br>Design Manager                                | HLW → <b>Gensler</b>                      | LONDON     | AUG 2026  |
| <b>One move each</b> 5 PRACTICES                                    |                                           |            |           |
| <b>Eirini Garoufalia</b><br>Associate Director Architect            | Farrells → <b>AtkinsRéalis</b>            | LONDON     | AUG 2026  |
| <b>Matthew Hall</b><br>Associate Director                           | KPP Architects → <b>dla architecture</b>  | YORKSHIRE  | AUG 2026  |
| <b>Stuart Thomson</b><br>Senior Architect                           | Sheppard Robson → <b>GRID Architects</b>  | UK-WIDE    | AUG 2026  |
| <b>Danai Sage</b><br>Residential Lead                               | SWAP Architects → <b>HLM Architects</b>   | LONDON     | AUG 2026  |
| <b>Sara Uruchurtu</b><br>Associate Director -<br>Technical Delivery | Corstorphine & Wright → <b>Studio KMA</b> | NORTH WEST | AUG 2026  |

2 / 7

TO A SINGLE PRACTICE

THE ARCAVIA READ

Every one of August's seven moves was at Associate Director, Lead or Manager level or above, and no practice took more than two. **This is a month of senior movement**, not of volume hiring.

Corstorphine & Wright is the previous employer on two of the seven — one into Gensler in the Midlands, one into Studio KMA in the North West. **One practice, two destinations, one month.**

The seven span five regions, London taking three. **Senior movement is not a London-only story**, and both HLM Architects and Studio KMA bought in a sector lead rather than backfilling.

GET THE MONTHLY LIST

If you know of a move that belongs here, write to [george@arcaviaconsulting.com](mailto:george@arcaviaconsulting.com).

# 91 moves, 51 practices

Practices that hired more than once, most first. Single moves follow.

## Gensler

11 MOVES

|                                                                                        |        |
|----------------------------------------------------------------------------------------|--------|
| <b>Elena Panagiotidis</b> Studio Director<br>from Siren Design Group                   | SEP 26 |
| <b>Ray Wan</b> Design Manager<br>from tp bennett                                       | SEP 26 |
| <b>Mahshad Alimardani Heravi</b> Senior Landscape Architect<br>from Benoy              | JUN 26 |
| <b>Oliver Kampshoff</b> Project Director<br>from Carey Jones Chapman Tolcher (CJCT)    | MAY 26 |
| <b>Stephen Magee</b> Technical Coordinator<br>from HLW                                 | MAY 26 |
| <b>Gary Collins</b> Technical Director<br>from HASSELL                                 | APR 26 |
| <b>Crispin Ryde</b> Design Manager, Passivhaus<br>from Weedon Architects               | MAR 26 |
| <b>David Mason</b> Brand Director, Gensler Lifestyle<br>from Wildfire London           | JAN 26 |
| <b>Davide Bertacca</b> Market Leader, Hospitality Practice Area Europe<br>from Arcadis | NOV 25 |
| <b>Joanna Procyk</b> Senior Architect<br>from DB3 Group                                | OCT 25 |
| <b>Martin Rogers</b> Technical Director<br>from Arcadis                                | JUN 25 |

## Benoy

6 MOVES

|                                                                                                 |        |
|-------------------------------------------------------------------------------------------------|--------|
| <b>Nuno P.</b> Associate Director<br>from LRA                                                   | JUN 26 |
| <b>Andres Harris</b> Associate Director - Aviation & Transport<br>from Mangera Yvars Architects | MAY 26 |
| <b>Adam Summerfield</b> Project Director<br>from Westminster City Council                       | DEC 25 |
| <b>Josh Sherwood</b> Associate Director<br>from Applied Information Group                       | DEC 25 |
| <b>David Garaway</b> Architect Associate Director<br>from Unibail-Rodamco-Westfield             | NOV 25 |
| <b>Ming Cheng</b> Associate Director<br>from Coen+Partners                                      | NOV 25 |

## HKS

5 MOVES

|                                                                                                |        |
|------------------------------------------------------------------------------------------------|--------|
| <b>Julian Cross</b> Principal - Regional Practice Director, Hospitality<br>from Woods Bagot    | JUN 26 |
| <b>Simon Thomlinson</b> Business Development Director, Sport<br>from Leaders in Sport          | MAY 26 |
| <b>Mark Nugent</b> Senior Architect<br>from Medical Architecture                               | APR 26 |
| <b>Muhammad Khan</b> Principal / Senior Vice President / Studio Practice Leader<br>from Hyphen | MAR 26 |
| <b>Raj Deb</b> Principal, Regional Director<br>from Perkins&Will                               | OCT 25 |

## Practices that hired more than once

### HLM Architects

5 MOVES

|                                                                                     |        |
|-------------------------------------------------------------------------------------|--------|
| <b>Laura McGregor</b> Associate<br>from dla architecture                            | JUL 26 |
| <b>Daniel Lewis</b> Design Director<br>from Rio Architects                          | JUN 26 |
| <b>Simon Reid</b> Studio Director<br>from Lungfish Architects                       | APR 26 |
| <b>Emily Pang</b> Associate<br>from Perkins&Will (Penoyre & Prasad)                 | JAN 26 |
| <b>David Rooney</b> Studio Director, Belfast<br>from Previous employer not recorded | DEC 25 |

### Jacobs

4 MOVES

|                                                                                              |        |
|----------------------------------------------------------------------------------------------|--------|
| <b>Davide Argentieri</b> Principal Architect<br>from ECD Architects                          | APR 26 |
| <b>Gemma Hinchliffe</b> Principal Architect<br>from AtkinsRéalis                             | FEB 26 |
| <b>Declan O'Carroll</b> Head of Building Design and Architecture, UK & Europe<br>from Atkins | JAN 26 |
| <b>Akram R H.</b> Associate Director of Architecture<br>from Pick Everard                    | DEC 25 |

### Broadway Malyan

3 MOVES

|                                                                                  |        |
|----------------------------------------------------------------------------------|--------|
| <b>Ioana Toma</b> Associate Director<br>from Gensler                             | APR 26 |
| <b>Simon P.</b> Director of Workplace, APAC<br>from M.Moser Associates           | JAN 26 |
| <b>Stephanie Delgado</b> Associate Director of Hospitality<br>from SB Architects | OCT 25 |

### Buckley Gray Yeoman

3 MOVES

|                                                                           |        |
|---------------------------------------------------------------------------|--------|
| <b>Nick Jones</b> Director<br>from ESA Design                             | JUL 26 |
| <b>Mara Irsara</b> Associate<br>from Ab Rogers Design                     | MAY 26 |
| <b>Sam Whatman</b> Director of Life Sciences<br>from 4D Studio Architects | JAN 26 |

### Ryder Architecture

3 MOVES

|                                                                                   |        |
|-----------------------------------------------------------------------------------|--------|
| <b>Lydia Firminger</b> Director<br>from Broadway Malyan                           | JUL 26 |
| <b>Aidan Crowder</b> Senior Architectural Technologist<br>from Bailey Partnership | JAN 26 |
| <b>Sophie Steed</b> Architectural Director<br>from Squire & Partners              | JAN 26 |

## Practices that hired more than once

### tp bennett

3 MOVES

|                                                                                  |        |
|----------------------------------------------------------------------------------|--------|
| <b>Caroline Wundke</b> Director<br>from ID:SR Sheppard Robson                    | JUN 26 |
| <b>Liz M.</b> Inclusive Design Lead / Project Director<br>from Foster + Partners | MAR 26 |
| <b>Brooke Radtke</b> Director<br>from Kristina Zanic Consultants                 | OCT 25 |

### 3DReid

2 MOVES

|                                                                 |        |
|-----------------------------------------------------------------|--------|
| <b>Annita Liassi</b> Senior Interior Designer<br>from Harrison. | JAN 26 |
| <b>Robert Phillips</b> Director<br>from Cartwright Pickard      | NOV 25 |

### AECOM

2 MOVES

|                                                                                                       |        |
|-------------------------------------------------------------------------------------------------------|--------|
| <b>Dennis Austin</b> Director of Aviation Architecture, EURI<br>from daab design                      | JUL 26 |
| <b>Sachin Halai</b> Technical Design Lead / Regional Director, Data Centres<br>from Burns & McDonnell | JUN 26 |

### Corstorphine & Wright

2 MOVES

|                                                                   |        |
|-------------------------------------------------------------------|--------|
| <b>Matt Brook</b> Director<br>from Matt Brook Architects          | JUL 26 |
| <b>Scott Ryalls</b> Associate Director<br>from Concorde BGW Group | APR 26 |

### PRP

2 MOVES

|                                                              |        |
|--------------------------------------------------------------|--------|
| <b>Neil Lister</b> Director<br>from Airey Miller             | MAY 26 |
| <b>Andrew Hewitt</b> Associate Director<br>from Airey Miller | OCT 25 |

### Ridge and Partners

2 MOVES

|                                                                      |        |
|----------------------------------------------------------------------|--------|
| <b>Henry Brook</b> Design / Project Manager<br>from ADP Architecture | SEP 25 |
| <b>Keane Yuen</b> Senior Architect<br>from Pinnegar Hayward Design   | AUG 25 |

### WSP

2 MOVES

|                                                                                              |                   |
|----------------------------------------------------------------------------------------------|-------------------|
| <b>Esi Carboo Schaufelberger</b> Principal Architect (ARB)<br>from Associated Architects     | JAN 26            |
| <b>Savita Patel</b> Senior Architectural Technologist<br>from Previous employer not recorded | DATE NOT RECORDED |

# One move each

36 practices recorded a single move outside August.

**10 Design** JAN 26  
Eduardo Velásquez · Director · from Grimshaw

**ADP Architecture** AUG 25  
Adam Graham · Studio Director · from Broadway Malyan

**Allford Hall Monaghan Morris** NOV 25  
Susi Le Good · Executive Director · previous employer not recorded

**Artelia** JUL 26  
Elizabeth Hardwick-Smith · Business Unit HR Director - Europe & Africa · from Pick Everard

**Associated Architects** FEB 26  
Jamie Leigh · Senior Architect · from Rolfe Judd Architecture

**Baily Garner** NOV 25  
James Kelly · Chief Financial Officer · from Salix Services

**BDP** JAN 26  
Chris Pearson · Chief Financial Officer · from Genus

**Buttress Group** OCT 25  
Mark Wilding · Chief Operating Officer · from PTC

**Corgan** JUN 26  
Ralph Kanfer · Regional Technical Director · from Hale Architecture

**edgeUD** APR 26  
Barry Gaffney · Director · from Savills

**etch Associates** JUL 26  
James Green · Director · from Ridge and Partners (role retained)

**Freelance** JUL 26  
Tamara Piña · Freelance Creative Lead · from Benoy

**Grimshaw** JUL 26  
Nikita P. · Design Director · from Sonder Inc.

**Holmes Miller** APR 26  
Matthew Pearson · Leeds Studio Lead - Associate Director · from Hawkins\Brown

**HTA Design** JUL 26  
Russell Whitby · Technical Director · from HLM Architects

**Kettle Collective** MAY 26  
Ray McNiece · Chief Financial Officer · from Localist - The Food Merchant

**Maber Architects** JUN 26  
Matt Greenhalgh · Associate Director · from Leonard Design Architects

**Marrons** MAR 26  
Matt Filer · Landscape Director · from Stantec

**Mott MacDonald** MAR 25  
Gerard Evans · Senior Architect · from D5 Architects

**Purcell** MAR 26  
Tim Whitcombe · Partner & Chief Operating Officer · from NBBJ

**Reddy Architecture + Urbanism** MAY 26  
Darragh Collins · Associate Architect · from Darragh Collins Architects (own practice)

**RIBA - Sheffield Society of Architects** MAR 26  
Sam Clarke · Treasurer · from tp bennett (role retained)

**Rundle Design** JUL 26  
Andrew Brown · Director & Architect · from Corstorphine & Wright

**Smalley Marsey Rispin Architects (SMR)** JUL 26  
Tom Hill · Studio & Strategic Projects Director · from DB3 Group

**Stephen George + Partners** FEB 26  
Paul Wood · Senior Architectural Technician · from 3DReid

**Stride Treglown** JUN 26  
Emily Lawrence · Associate Director · from Cowen + Partners

**Studio PDP** OCT 25  
Aleksandra Paduch · HR Director · from Scott Brownrigg

**Sweco** NOV 25  
Eirini Pikou · Associate Architect · from Arcadis

**Tetra Tech** JAN 26  
Mark Lima · Technical Director - Architecture · from RPS

**Turley** JUL 26  
David Winter · Associate Director, Design · from Stantec

**WATG / Wimberly Interiors** JAN 26  
Alessandro Pologruto · Project Director · from Broadway Malyan

**Weedon Architects** JUN 26  
Oliver Cartwright · Associate · from BDG Studio

**Whittam Cox Architects** NOV 25  
Heather Woods · Head of People · from Cognisys

**Woods Bagot** JUL 26  
Dr Arturo Revilla · Associate Principal · from Kettle Collective

**YOO Architecture** FEB 26  
Joe Morgan · Creative Director · from DAY Architectural

**ZHA** JUN 26  
Craig Kiner · Associate Director · from Zaha Hadid Architects

# How this was built

Every figure here traces back to a single register.

## Coverage

The register behind this insight holds **98 moves into 55 practices**. It was consolidated from Arcavia's own market tracking across the Midlands architecture pool, published company and trade announcements, a UK-wide senior moves record, and individual profile records read directly. **92 of the 98 fall in the twelve months to September 2026**. Five are earlier, dated March to September 2025: they came from tracking that recorded a position but no date, and once dated they proved to predate the window. They are kept, with their true dates, and flagged where they appear.

## Verification, move by move

Each row carries its own basis. **4 moves** are Arcavia-verified or drawn from a published announcement. The remainder are profile-sourced: the month is as the individual records it and has not been checked against an announcement, so treat those dates as reported rather than confirmed.

## Where the gaps are, and why they stay

Twenty rows once carried no month. Nineteen were chased individually on 3 September 2026 and now have one, a pass that also filled in eighteen blank previous employers. **One row is still undated** — Savita Patel at WSP, whose profile could not be reached. Where a previous employer was never recorded the entry says so, and nothing here has been inferred to fill a blank.

## What counts as a move

A move between firms. Internal promotions, appointments and transfers sit on a separate sheet of the register and are not counted — nine rows, none in August, none of them a Gensler move.

## Grade

This insight covers senior movement. Eight rows titled Architect, Architectural Technologist or Interior Designer with no seniority marker were lifted off the working list on 3 September 2026 and are held on a separate sheet of the register with their full provenance. Roles carrying a seniority marker were kept.

## What the counts are not

Every figure counts arrivals. Departures are not subtracted, so **no number here is a net flow or a change in headcount**, and a practice can appear both as a destination and as a previous employer. This is a record of senior movement we can evidence, not a complete record of UK architecture hiring.

## WHAT WE WOULD DO WITH THIS

Nine practices appear more than once as a previous employer — Arcadis, Broadway Malyan and Corstorphine & Wright on three, and six more on two. **Those are routes that have already been walked**, and they are the first place we would look for the next approach.

The 40 single-move practices are the harder half of the market to read. One move tells you very little on its own, which is why this is kept monthly rather than compiled once a year.

## ASK US FOR THE UNDERLYING ROWS

Name, role, previous employer, month, region, verification and source are held for every move on the register. If you want the detail behind any practice in this insight, or your own practice included, write to [george@arcaviaconsulting.com](mailto:george@arcaviaconsulting.com).