Arcavia Consulting

MARKET INTELLIGENCE · ARCHITECTURE · QUARTERLY

Senior moves: Q3 2026

Forty senior moves across UK architecture practices from July to September, led by Adam McPartland's move from Glancy Nicholls to Ridge.

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SENIOR MOVES

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DESTINATION PRACTICES

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GENSLER HIRES IN THE QUARTER

Glancy Nicholls to Ridge: a Midlands practice leader moves across

Adam McPartland joins Ridge as partner after fifteen years at Glancy Nicholls, as CVC backs the consultancy's next stage of growth.

Adam McPartland joined Ridge and Partners in September as the partner leading its Birmingham-based architecture practice, after fifteen years at Glancy Nicholls Architects. He arrived there in 2011, became a director in 2019 and was named joint managing director alongside Lisa Deering in May 2024, when founders Lyndon Glancy and Pat Nicholls stepped back to founding director roles in the practice's twentieth year. Building and Place Midlands both reported the move on 21 September.

The appointment lands in a period of fast growth for Ridge. The Oxford-headquartered consultancy took its first institutional capital in April 2023, when Horizon Capital invested more than £40m to fund growth and acquisitions, and at that point it employed around 1,000 people across twelve offices. It now employs around 1,650 across sixteen, has grown revenue at around 23% a year since 2022 and reported £171m of fees for 2025/26, and has added defence and security, science, healthcare, education and infrastructure to its sectors. On 17 September CVC announced it had acquired Horizon's stake, with Ridge's equity partners remaining significant shareholders.

The senior bench has broadened with it. Steve Williams joined as head of infrastructure from Turner & Townsend in April, Giles Heather became partner for project and programme delivery and Simon Hubbard arrived from Mott MacDonald as partner and director of pursuits, both in August, and Graham Sant joined as a partner in September, having led Capita's infrastructure business and then BWB Consulting as chief executive. McPartland is the second Midlands move into Ridge on our architecture register in twelve months, after Henry Brook joined from ADP Architecture in September 2025, and Building reported that his appointment supports Ridge's plan to become the leading multidisciplinary architectural practice in Birmingham and the wider Midlands.

McPartland's was one of six Midlands moves in the quarter. David Winter joined Turley from Stantec in July, Joe Bateman joined Gensler and Russell Geary joined HLM Architects in Birmingham as emergency services lead in August, and in September Mark Tolley moved to Bond Bryan and Gustavo van Staveren became design director of Benoy's Newark studio.

THE MOVE

Adam McPartland

Glancy Nicholls Architects
Joint managing director, May 2024 to August 2026

↓

Ridge and Partners
Partner, Architecture, Birmingham

EFFECTIVE	September 2026
AT GLANCY NICHOLLS	2011 to 2026
BASED	Birmingham
REPORTED	Building, Place Midlands, 21 Sep

He brings a wealth of experience across residential, higher education and tall building projects.

LIZ SPARROW, LEAD ARCHITECTURE PARTNER, RIDGE

Forty moves, twenty-seven practices

Gensler made six of them, HLM Architects five and Studio KMA three.

COMPANY	NAME AND NEW ROLE	MOVED FROM	REGION	EFFECTIVE
Gensler 6 MOVES 11 in 12 months	**Joe Bateman** Technical Coordinator	Corstorphine & Wright →	Midlands	AUGUST 2026
	Matt Godwin Design Manager	HLW →	London	AUGUST 2026
	Clare Bacchus Strategy Director	Gather & Gather →	South West	SEPTEMBER 2026
	Elena Panagiotidis Studio Director	Siren Design Group →	London	SEPTEMBER 2026
	Ray Wan Design Manager	tp bennett →	London	SEPTEMBER 2026
	Sheebha Thiruppathi Project Design Technology Lead	.efficiently →	UK-wide	SEPTEMBER 2026
HLM Architects 5 MOVES 6 in 12 months	**Daniel Lewis** Design Director	Rio Architects →	Wales	JULY 2026
	Kimberley Harris Senior Architect	*Not recorded* →	Wales	JULY 2026

COMPANY	NAME AND NEW ROLE	MOVED FROM	REGION	EFFECTIVE
	Laura McGregor Associate	dla architecture →	Yorkshire & Humber	JULY 2026
	Danai Sage Associate - Residential Lead	SWAP Architects →	London	AUGUST 2026
	Russell Geary Associate, Emergency Services Lead	Corstorphine & Wright →	Midlands	AUGUST 2026
Studio KMA 3 MOVES	**Hassan Baghertash** Associate	PJ Livesey →	North West	AUGUST 2026
	Jhy Lee Director of Design and Architecture	Studio Power →	North West	AUGUST 2026
	Sara Uruchurtu Associate Director	Corstorphine & Wright →	North West	AUGUST 2026
Corstorphine & Wright 2 MOVES	**Matt Brook** Director	Matt Brook Architects →	North West	JULY 2026
	David Davies Architect, Associate Director	GFW →	North East	SEPTEMBER 2026
Woods Bagot 2 MOVES	**Dr Arturo Revilla** Associate Principal	Kettle Collective →	London	JULY 2026
	Mitch James Associate Principal, Workplace Interiors	BDG Architecture + Design →	London	SEPTEMBER 2026

COMPANY	NAME AND NEW ROLE	MOVED FROM	REGION	EFFECTIVE
Benoy 2 in 12 months	**Gustavo van Staveren** Design Director, Newark studio	*Not recorded* →	Midlands	SEPTEMBER 2026
Ridge and Partners 2 in 12 months	**Adam McPartland** Partner, Architecture	Glancy Nicholls Architects →	Midlands	SEPTEMBER 2026
AECOM	**Dennis Austin** Director of Aviation Architecture, EURI	daab design →	London	JULY 2026
Allies and Morrison	**Giuseppe Bono** Head of Design Technology	Broadway Malyan →	UK-wide	SEPTEMBER 2026
AtkinsRéalis	**Chris Crombie** Director, Architecture and Multi Disciplinary Design (Transport)	WW+P Architects →	London	SEPTEMBER 2026
Bond Bryan	**Mark Tolley** Project Architect	Corstorphine & Wright →	Midlands	SEPTEMBER 2026
Bowker Sadler Architecture	**Alison Duxbury** Director	Triangle Architects →	North West	SEPTEMBER 2026
DAY Architectural	**Chris Baker** Studio Director	C4 Projects Limited →	North West	AUGUST 2026
DB3 Group	**Paul Twynam** Glasgow Studio Director	Stallan-Brand →	Scotland	SEPTEMBER 2026
dla architecture	**Matthew Hall** Associate Director	KPP Architects →	Yorkshire & Humber	AUGUST 2026

COMPANY	NAME AND NEW ROLE	MOVED FROM	REGION	EFFECTIVE
etch Associates	**James Green** Director	Ridge and Partners (role retained) →	South East	JULY 2026
Grimshaw	**Nikita Patel** Design Director	Sonder Inc. →	Yorkshire & Humber	JULY 2026
HOPS Architects	**Richard Hodgkinson** Managing Director	XUL Architecture →	London	JULY 2026
HTA Design	**Russell Whitby** Technical Director	HLM Architects →	London	JULY 2026
Pegasus Group	**Mike Ward** Senior Director - Design Lead	Stantec →	Scotland	SEPTEMBER 2026
PRP	**Simon Doody** Director, Manchester	Feilden Clegg Bradley Studios →	North West	AUGUST 2026
Ryder Architecture	**Lydia Firminger** Director	Broadway Malyan →	London	JULY 2026
Scott Brownrigg	**Asta Bijeike** Creative Interior Design Lead	PENSON →	UK-wide	JULY 2026
Smalley Marsey Rispin Architects (SMR)	**Tom Hill** Strategic Projects Director	DB3 Group →	Yorkshire & Humber	JULY 2026
Stantec	**Ujwala Fernandes** Director of Landscape, Urban Design and Masterplanning, Scotland and North of England	*Not recorded* →	Scotland	SEPTEMBER 2026

COMPANY	NAME AND NEW ROLE	MOVED FROM	REGION	EFFECTIVE
tp bennett	**Diego Pacheco-Bloch** Associate Director	Veretec →	London	AUGUST 2026
Turley	**David Winter** Associate Director, Design	Stantec →	Midlands	JULY 2026

Method. Moves are drawn from our own market tracking, LinkedIn sweeps, the trade and regional press and the news pages of every practice on the list, and each entry was date-checked against the practice's own announcement or the individual's LinkedIn experience before it was included. The effective month is the start date where we have one; Arturo Revilla's move is dated July from his profile, although Woods Bagot announced it in September. Internal promotions are left out, including the rounds at Sheppard Robson, DLA Architecture, The Harris Partnership and Threesixty Architecture, and so are base-grade roles. Two further moves recorded for the quarter are held back until they are confirmed. Where a practice has hired more than once in the trailing twelve months, that count is shown alongside it.

Where the hiring went

Twelve director-level appointments went into studios outside London.

Gensler took six, and eleven in twelve months

Joe Bateman joined in the Midlands as a technical coordinator from Corstorphine & Wright and Matt Godwin came in as a design manager from HLW, both in August. September added four more: Clare Bacchus as strategy director from Gather & Gather, Elena Panagiotidis as a studio director from Siren Design Group, Ray Wan as a design manager from tp bennett and Sheebha Thiruppathi as project design technology lead from .efficiently. That takes Gensler to eleven senior hires on our register over twelve months, the deepest run of any practice we track, spread across strategy, studio leadership, delivery and technology.

Studio leadership outside London — twelve director-level moves

In Scotland, Paul Twynam became Glasgow studio director at DB3 Group from Stallan-Brand, Mike Ward joined Pegasus Group from Stantec to lead a new Scottish design team, and Ujwala Fernandes joined Stantec in Glasgow as director of landscape, urban design and masterplanning. In the North West, Simon Doody joined PRP in Manchester as a director after twenty-two years at Feilden Clegg Bradley Studios, Alison Duxbury returned to Bowker Sadler, Chris Baker rejoined DAY Architectural as studio director, Matt Brook rejoined Corstorphine & Wright as a director and Jhy Lee joined Studio KMA. Tom Hill moved from DB3 to SMR in Yorkshire, Daniel Lewis returned to HLM in Cardiff, and McPartland and van Staveren complete the list in the Midlands.

HLM Architects and Studio KMA built out regional teams

HLM Architects made five senior hires across four studios. In Cardiff, Daniel Lewis returned as design director, having first joined in 2015, and Kimberley Harris joined as a senior architect, and in Sheffield Laura McGregor joined as an associate from DLA Architecture, all in July. Russell Geary joined in Birmingham as associate and emergency services lead in August, and Danai Sage became associate and residential lead in London. Studio KMA announced three hires at once in August from its Ashton-under-Lyne base: Jhy Lee as director of design and architecture from Studio Power, Sara Uruchurtu as an associate director and Hassan Baghertash as an associate from the developer PJ Livesey.

Senior hires who kept a practice of their own

Six of the quarter's appointments came with a second role retained. Dennis Austin joined AECOM as director of aviation architecture while continuing to direct daab design, the practice he co-founded after seventeen years at Rogers Stirk Harbour + Partners. Danai Sage became residential lead at HLM Architects alongside her own DS ArchStudio, Matt Godwin kept his independent workplace advisory alongside Gensler, Richard Hodgkinson became managing director of HOPS Architects while consulting to XUL Architecture, James Green took a directorship at etch Associates and remains a partner at Ridge, and Matt Brook rejoined Corstorphine & Wright while continuing to run his own Manchester practice.

Specialist, technology and London leadership

Giuseppe Bono joined Allies and Morrison as head of design technology from Broadway Malyan, and Sheebha Thiruppathi's lead role at Gensler came in the same month. Asta Bijeike joined Scott Brownrigg as creative interior design lead after fifteen years at PENSON, and Chris Crombie moved from WW+P Architects to AtkinsRéalis as a director of architecture for transport. In London, Lydia Firminger joined Ryder Architecture as a director, having led Broadway Malyan's international design portfolio, Russell Whitby moved from HLM to HTA Design as technical director, and Woods Bagot added two associate principals: Arturo Revilla from Kettle Collective and Mitch James from BDG Architecture + Design to lead workplace interiors.

Specialist search for design and construction

We map these markets before we recruit into them.

Arcavia Consulting is a specialist search business built around the design and construction market. We work across the UK, Europe and the United States, on the roles that decide whether a project is won, designed and delivered well, and on the strategic leadership hires that shape a design practice.

We track senior movement across architecture every month because it is the fastest read on which studios are being built out, where practice leadership is changing hands and which markets are about to get harder to hire into. The same tracking is what we bring to a search.

If a pattern in these pages matches something you are planning, that is the conversation worth having. We would rather map a market properly with you before a role is written than send a shortlist against a brief that has not been tested.

What we recruit

Design and strategy
Architect, Urban Designer, and strategic leadership hires for design firms

Project and delivery
Project Director, Project Manager, Programme Manager

Commercial
Commercial Director, Commercial Leader, Estimator

Work winning
Bid Manager, Bid Writer

Planning
Planner

HOW WE WORK

We map the market first and approach from it. The register behind this list, dated and sourced person by person, is the same one that sits behind a search.

SOURCES FOR THIS ISSUE

- Our own market tracking and LinkedIn sweeps, July to September 2026
- Building and Place Midlands, 21 Sep 2026
- Building Design, Place North West, TheBusinessDesk, BE News
- Practice newsrooms, checked directly

TALK TO US

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