

Job title: Store Designer

### Core information

<b>Location:</b> London head office	<b>Lines of business or shared capability area:</b> John Lewis
<b>Reports to:</b> Store Design Manager	
<b>People Management:</b> No  <b>Assignment Management:</b> No	
<b>Partnership Level:</b> Partnership level 7	<b>Manager's Partnership level:</b> Partnership level 6
<b>Number of direct reports:</b> 0	<b>Partnership level(s) of direct reports:</b> Please select

### About the John Lewis Partnership

The Partnership is the UK's largest employee-owned business and home to our two well-loved retail brands - John Lewis & Partners and Waitrose & Partners, as well as expanding into new areas beyond retail.

We aren't an ordinary business though. The Partnership is different because everyone who works here isn't just an employee. We are Partners, with a shared responsibility for our success, and we share the rewards when we're successful.

Everything we do is powered by our unique purpose: **Working in Partnership for a happier world.** Our Purpose inspires our principles, drives our decisions and acts as our guide, so that everything we do contributes to Happier People, Happier Business and a Happier World.

### Critical purpose of the role

You will plan and deliver commercial and operational designs for all John Lewis formats that take into account the latest concepts that enhance the customer journey, consider ease of shopping and the customer shopping experience.

You will create and develop design solutions for store interior architecture across all John Lewis customer facing areas that are creative and in keeping with JL&P brand guidelines

Ensure that space allocation, design guidelines, architectural and planning principles are adhered to or best interpreted to achieve the most commercial layouts that inspire and delight our customers.

You will develop Partner and non selling areas in conjunction with key stakeholders across Retail and balance the allocation of space with front of house requirements

Through your Profession you will have the opportunity to develop and stretch personally and professionally to achieve your

potential.

The Partnership supports agile and flexible working practices, such as when, where and how we work. We have several different ways to work flexibly, including part-time, flexible or compressed hours, and job sharing. Head office areas also support a blended working approach.

We celebrate diversity and inclusion in the John Lewis Partnership and we are committed to becoming the UK's most inclusive business, reflecting and connecting with the diverse communities that we serve.

### Primary Outcomes & Accountabilities

You will agree project timescales are adhered to and quality designs are signed off at the right time and by the right people

You will work closely with all key stakeholders in the development of the brief, the concept design, block and 1:100 plans (FoH and BoH)

You will maintain a thorough understanding of shop interior design & concept planning principles within the John Lewis brand.

You actively support and contribute to the design of a portfolio of projects or several departments simultaneously.

You are responsible for setting up stakeholder meetings, communicating and agreeing when briefs are not hit to internal and external stakeholders,

You work cross functionally with key stakeholders to develop and manifest the above and consistently deliver great shopping environments.

Act in accordance with the Partnership's purpose and democratic principles, constructively participating in co-ownership, and demonstrating to customers and each other that it is a better way of doing business. Share your knowledge, experiences, ideas and opinion to improve the Partnership, speaking honestly and frequently.

Invest in your personal and professional development to achieve your potential, by doing more, doing better, or doing different. Continuously engage with and actively contribute to your Profession.

Take responsibility for actively engaging with change.

### Measures of success

All designs are developed to agreed standards and delivered to time and budget

Design sign off is achieved with the agreed stakeholder at all key stage gates

Latest concepts, Visual Merchandising solutions are planned in.

Agile and flexible and able react to changes in workload.

Due to the accuracy of the plans changes will be minimal.

Accurate information is provided to Property as and when required.

### Skills

- **Stakeholder Management** - Identifies who is impacted by or involved in your goals/objectives and therefore who is key to achieving the desired successful outcomes. Understands the motivations and priorities of these stakeholders and takes these into account in order to build and manage sustainable relationships. Can anticipate potential challenges stakeholders may bring and puts plans in place to achieve collaboration.
- **Detail-Oriented** - Exercises attention to detail in order to deliver the specific requirements. Remains thorough,

accurate, organised, and productive through all areas of their work They seek to understand both the cause and effect of a situation.

- **Relationship Centred Communication** - Interacts with respect and friendliness to convey views with clarity and empathy. Faces into differences of opinion and surfaces these constructively and works collaboratively to agree a shared solution with lasting results.
- **Data Entry** - Is able to work with and input large amounts of data to ensure the right outcomes. Uses this thinking to make credible recommendations to inform critical decision making and quality output.
- **Agile approach** - Appreciates and embraces change, addressing ambiguous or uncertain situations directly; easily adapts to changing circumstances/demands and helps others to accept the unknown.

### Qualifications & Experience (where applicable)

#### Essential

- Proven experience in store planning, interiors design and/or a design practice.
- Excellent AutoCAD, Adobe Creative Cloud, Sketch Up, 3d visualisation and hand sketching ability.
- A passion for design and attention to detail.
- Excellent creative problem solving skills.
- Excellent communication and negotiation skills.

#### Desirable

- A detailed understanding of how customers shop and engage in retail spaces
- Knowledge and ability to use Revit, 3DS Max and V-ray
- Educated to degree level in a design/ architectural field

Version	Created/updated by	Date
1.0	Nick Beazley	16.12.20
2.0	Karen Turner	19.03.21
3.0	Jennie Pope	25/03/2021