



# Careers at LUC

Better futures for nature,  
people, and places

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At LUC, we are more than an award-winning environmental consultancy – we are an employee-owned company, united by a shared purpose.

For nearly 60 years, we have been creating better futures for nature, people, and places.

By joining us, you'll become part of a community passionate about addressing the climate and biodiversity crises and driving lasting positive change.



About LUC

# Why work with us?

We invest in our people because we believe they are the key to our success.

## **Make a difference**

Be part of projects that improve lives, preserve nature, and transform landscapes for generations to come.

## **Collaborative culture**

Work with creative professionals across multiple disciplines, in an environment that fosters innovation and teamwork.

## **Professional growth**

Take advantage of training, mentoring, and development opportunities to build your career and fulfil your potential.

## **Supportive community**

Join a company where individuals naturally welcome and support each other, creating an inclusive and warm environment.



## **Employee ownership**

As an employee-owned company, every member of our team plays an essential role in shaping our future.

# What does employee ownership mean?

Employee ownership makes us special.

It fosters collaboration, commitment, and a sense of shared purpose across our team.

The company is owned through an Employee Ownership Trust (EOT) for the benefit of its current employees.

In simple terms, this means:



Employees benefit directly from the company's success.



You have a genuine stake in the company's performance.



A majority of Trustees are employees, ensuring your interests are represented.



## Guided by the LUC Charter

The LUC Charter guides our decisions and defines our shared principles.

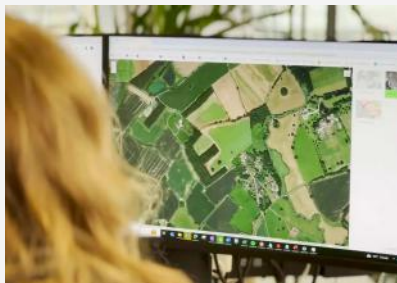
It ensures we prioritise sustainability, collaboration, and inclusivity in everything we do, reflecting the values at the heart of our employee-owned structure.



# What we do

Our multidisciplinary team delivers holistic services across a wide range of fields.

Our expertise allows us to tackle complex land use challenges with creativity, supporting nature's recovery and sustainable development.



See our  
services

**Landscape architecture  
and urban design**

**Ecology, arboriculture,  
and biodiversity**

**Environmental Impact Assessment  
(EIA) and renewable energy projects**

**Planning, policy, and  
development management**

**GIS and visualisation**

**Open space planning  
and management**

# Your career at LUC

Whether you're early in your career or an experienced professional, LUC offers opportunities to grow and make an impact:

## Diverse opportunities

- Contribute to projects blending innovation with sustainability.
- Work across urban regeneration, rural landscapes, and climate resilience.

## Mentorship and learning

- Gain guidance from industry experts.
- Explore new areas of interest tailored to your goals.

## Empowered by ownership

- Play a key role in shaping LUC's direction.
- Contribute to the company's success.

## Flexibility and support

- Hybrid working options.
- Benefits that prioritise your well-being.



## Culture of trust and openness

- An equal culture that encourages individuals at all levels to:
  - Speak up and challenge ideas
  - Take responsibility and accountability
  - Work collaboratively
- Trust to manage your work-life balance.

# The LUC experience



## **Equal opportunity**

We create spaces and opportunities for everyone, ensuring diverse perspectives shape our work.

## **Sustainability**

We champion practices and designs that respond to the climate and biodiversity crises.

## **Collaboration**

From internal teamwork to engaging with clients and communities, we work together to deliver lasting solutions.

## **Excellence**

We're committed to quality in every aspect of our work, using evidence-based decision-making to create meaningful impact.

# What our people say

Don't just take our word for it. Here's what some of our colleagues say about LUC:



Meet the  
team



# Our clients

We work with a diverse range of clients who share our vision for a sustainable future, including:

- Local authorities and government agencies
- Developers and landowners
- Community organisations

Our clients value our expertise, creativity, and collaborative approach.



*"LUC's landscape team is very creative and their planning side is organised and structured. We value their expertise, professionalism, and advice. They are very responsive and great communicators."*

**ADP Architecture**

*"We get sound advice from LUC. They are pragmatic and responsive, making recommendations and giving us the benefit of their expertise."*

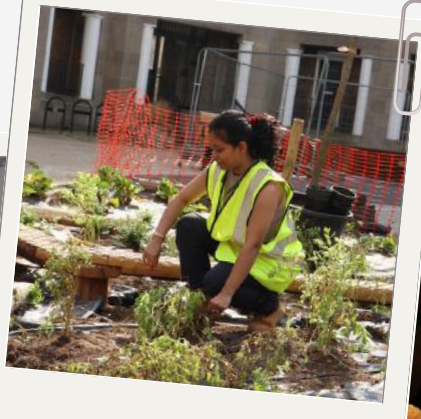
**London Borough of Bexley**

*"LUC understood our needs and brought extensive knowledge of the Scottish planning system. They present robust technical data in a high-quality, visual way."*

**BayWa r.e. UK**



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## Join us

Explore [current vacancies](#) and opportunities.

We're always excited to hear from talented individuals passionate about making a difference.

Take the first step towards your career at LUC today!

020 7199 5801

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[talent@landuse.co.uk](mailto:talent@landuse.co.uk)

 Office locations

