

3Stories

Meaningful stories create memorable experiences

Position: Associate Director

Full Time – April 2026

3Stories is a creative studio specialising in hospitality, hotel and lifestyle design. Our work brings together brand strategy, interior design and storytelling to create distinctive places and experiences.

We are looking for an **Associate Director** to join the studio and play a key role in leading projects across the full design journey - from early concept thinking through to technical delivery.

Working closely with the **Creative Director** and **Brand Strategist**, the Design Director will help translate early strategic thinking into compelling spatial and design outcomes while ensuring projects are delivered to the highest standard.

The role will lead design teams across multiple projects, maintaining creative quality, managing workflow and supporting client relationships throughout the process.

Role Overview

The Associate Director will operate across all phases of the 3Stories **THINK / MAKE / CREATE** process, ensuring the original design intent is carried through to completion.

They will play an important role in shaping projects during early concept discussions and will then lead the progression of the design through development and delivery.

Once concept design is approved by the Creative Director, the Associate Director assumes responsibility for the progression and delivery of the design.

The role requires a balance of creative leadership, project oversight and team mentorship, ensuring projects are executed thoughtfully and to the highest level of design quality.

Key Responsibilities

Design Leadership

- Lead interior design projects across hospitality, hotel and F&B sectors
- Translate strategic ideas and early concepts into clear spatial and design solutions
- Maintain design quality and consistency across all project stages
- Support the studio in developing strong, original design narratives

3Stories

Meaningful stories create memorable experiences

Project Leadership

- Oversee projects from concept development through to technical delivery
- Coordinate internal design teams and external consultants
- Maintain momentum across multiple live projects while protecting design intent
- Ensure projects remain aligned with programme and budget expectations

Collaboration with Brand Strategy

- Work closely with the Brand Strategist on projects where brand identity and interior design are developed together
- Ensure alignment between brand narrative, guest experience and spatial design
- Translate brand strategy and storytelling into meaningful physical expression within the space
- Help maintain a consistent connection between visual identity, interior design and the overall guest journey

Team Management

- Guide and mentor designers within the studio
- Support the development of junior and mid-level team members
- Foster a collaborative studio culture focused on design excellence

Client Engagement

- Present design ideas and progress to clients
- Build trusted relationships through clear communication and leadership
- Represent the studio professionally across meetings and project discussions

Responsibilities Across the 3Stories Process

THINK

Contribute to early-stage concept development alongside the creative and brand strategy teams, helping translate strategic ideas into spatial opportunities.

MAKE

Lead the design development phase, translating concepts into clear layouts, material palettes and interior design proposals.

CREATE

Oversee the technical development and delivery of the design, ensuring the final outcome remains faithful to the original concept and design intent.

3Stories

Meaningful stories create memorable experiences

Experience & Skills

- Over 8 years of significant experience within the hospitality design industry
 - Strong design sensibility with the ability to lead concept development and design detail
 - Experience managing teams and complex design projects
 - Excellent presentation and communication skills
 - Strong understanding of materials, spatial planning and technical delivery
-

What We Offer

- **Salary:** £72,000 per annum
 - **Pension:** Employer contribution in line with company scheme
 - **Holiday:** 25 days annual leave plus bank holidays
 - Cycle to Work Scheme
 - Opportunity to lead high-profile hospitality and hotel projects across the UK and internationally
 - A senior leadership role with genuine influence over the creative direction of the studio
 - Close collaboration with the founding and leadership team across brand and interior disciplines
 - A supportive and collaborative studio environment focused on thoughtful, well-designed work
 - Professional development and long-term growth opportunities as the studio continues to evolve
 - Flexible and professional working culture built on trust, autonomy and accountability
-
- **Working Hours:** 9am – 5.30pm 5 days a week. Monday & Friday work from home. Tuesday, Wednesday, Thursday work from the London studio.

Contact Ben Webb on Ben@3stories.co.uk / +44 (0) 7929341537 for further information.