



www.lizmale.co.uk

Supercharge your career with LMC



PRCA Workplace Champions since 2019. Awarded to the best places to work, live and thrive in the PR industry.



PRCA Communications Management Standard Gold – awarded to best-in-class PR agencies that have been audited for standards and quality, client service and governance.



B- Corp verified – accredited for social and environmental performance, transparency, and accountability.

Top 150 PR Week 2025 B2B agency outside of London (#36)



Who are LMC

Thanks for your interest in LMC

LMC is an award-winning PR, communications and collaborations consultancy working with the changemakers, innovators and purpose-led organisations in property, construction and the built environment.

We're on a growth journey, with ambitions to become a PR Week Top 150 agency. We're looking for people who:

- Are ambitious and innovative self-starters;
- Will thrive in a culture that encourages growth, creativity and collaboration;
- Are passionate about taking ownership and delivering meaningful work.

Our business has been designed to accelerate careers and build your expert status. Whether you want to perfect your professional skills, or find out everything you can about a key part of the built environment, we will train and support you, every step of the way.

If you are considering a career change and want to take your next step, get in touch with our MD: dan@lizmale.co.uk.



"LMC promotes a calm and friendly atmosphere, where *you feel supported to better yourself and learn*. Great work is always recognised, people are regularly promoted and *it feels like we're always moving forwards*."

Our Mission

LMC exists to *improve the built environment* through the power of *outstanding communications*.

We are PR, communications and collaboration experts who work with the changemakers, innovators and thought leaders in construction, property, and the built environment.

While the construction focus might sound specialised, it is not a single niche industry. It is more an ecosystem of interconnected industries, professions and trades, linking property, building, design, technology, environmental sciences, engineering and manufacturing.

It puts us on the front line of key debates on how we live and interact with the places around us, touching areas like housing, education, healthcare, energy and infrastructure.

Integrating PR, social media and other communication disciplines with strategic management experience, we use our skills to help our clients achieve growth and impact.

We also have a clear mission as an employer. We exist to facilitate personal growth, mastery, expert status and creative self-expression for all our people in a caring, safe and secure working environment.


60%

of clients have been with us for 3+ years

Our Values

Set up over 20 years ago, we are a *well-established, financially secure and family-friendly* business.

Our SHARCCC values run through everything that we do and we recognise and reward behaviour that shows our values in action. Our values are part of our daily life and the way that we work as a team.



Stability
Health
Attention to detail
Responsibility
Creativity
Credibility
Curiosity

At LMC, we have always offered *flexible working patterns:*

- Full and part-time contracts, flexi-time and job shares.
- Flexible start and finish times.
- Flexible term-time/holiday working patterns.
- Flexible family leave.
- Flexible benefits.
- Flexible work locations, and so on.

We will ensure you are well equipped to work from home or the office. Our core office days are Mondays and Thursdays. However, remote options are available for anyone for whom commuting to the office might not be suitable.

We work from an office in the beautiful village of Sherington, near Newport Pagnell. The building

provides us with a large training room, social areas and lots of open plan workspaces. There is plenty of free parking.

We are about 10 mins from J14 of the M1 and a 20 minute journey from Milton Keynes train station.

Unfortunately, public transport to Sherington is limited, so you may need to drive. The Access to Work scheme may also be available to you to assist with this.

We are committed to accessibility adaptations in the office when needed. Don't hesitate to get in touch so that we can discuss what we can provide for you.

"As a new recruit, it's been lovely to join a creative and talented team who are *always willing to share their knowledge* and help you develop your skills. Of course, the team lunches are good too!"

Everyone at LMC receives coaching and support to identify their professional purpose and to develop their career and preferred areas of technical expertise.

You may wish to remain focused entirely on your existing skillset, working to increase your expert status and reputation.

Or you can also choose to broaden your skills to include other elements of strategic PR and communications that you would like to master. This could include content marketing, thought leadership campaigns, PR and media relations,

social media, AI, influencer marketing, research, SEO and digital analytics, video, crisis communications, event management, website development, media training, email marketing, brand consultancy, change management or any other area that interests you most.

We will encourage you to gain CIPR, CIM or other relevant professional qualifications and chartership.

We also encourage you to volunteer and mentor others, including through active participation in the CIPR and Taylor Bennett mentoring schemes.



Pay and Benefits

We also aim to offer staff benefits that are meaningful to the team and reflect what matters most to us as a business, including:

We pay well, with salaries benchmarked against similar roles in London-based consultancies. Our progression journey is clearly outlined, and you'll know exactly what you need to do to be a success here.

£12k

spent on training
last year

"The best thing about working at LMC is that, no matter what role you play within the team, *everyone has the opportunity to share their ideas* on not just creative campaigns but also the business. We are *genuinely listened to and included in decisions* that can impact us."

Career development

- Award-winning training and development – every staff member has a personalised programme.
- Regular in-house 'teach-in' sessions.
- Professional membership of the CIPR, PRCA or CIM.
- Paid time and training for mentoring, voluntary roles, and non-executive director work.
- Expert workshops on resilience and wellbeing, sustainability, personal finance etc.

Financial enhancements

- Anniversary bonus of £100 for every year of service (up to £1,000)
- Cash bonuses are awarded for exceptional PR results, new business, or successful recruitment.
- Interest-free loans for rental deposits, mid-month salary payments for cash flow needs, and 24/7 debt advice.

Health and wellbeing

- 25 days' holiday, plus (flexible) bank holidays and an extra day off for your birthday.
- Vitality private medical insurance.
- Healthcare cashback scheme.
- Gym discounts.
- Virtual GP access and digital physiotherapy app.
- Guided fitness videos, meditation and yoga.
- First aid and mental health first aid training.
- Employee Assistance Programme with 24/7 access to confidential assistance and advice.
- Working From Home Space consultation.

Pay and Benefits

"Being part of the team at LMC gives me *the opportunity to learn and grow* while working alongside highly skilled, friendly and likeminded people, who all have a genuine *passion for making a real difference* to the built environment through their work, at a time when it is needed more than ever."

Sustainability and CSR

- Pension scheme with responsible investment policies.
- Participation in clients' charitable initiatives.
- Dedicated 'green concierge' who helps staff to reduce personal carbon footprints.
- Interest-free loans for greener travel to work (such as public transport and train season tickets).
- Support for the purchase of a fully electric vehicle.
- Free charging for fully electric vehicles at the office.
- Home loft insulation or other energy-saving improvements.
- Specialist recycling facilities at work.
- Real Christmas tree loan scheme.
- 'Green travel' days – if you choose a greener, lower carbon method of going on holiday (such as going by train instead of flying), you receive extra holiday to compensate for additional travel time.

Fun and flexible perks

- Flexible salary sacrifice scheme which allows you to buy more holiday, put more into your pension, make charitable donations or get other benefits.
- Flexible and inclusive maternity, paternity, and family leave packages.
- Discounts on shopping, cinemas, restaurants etc through our health-related benefits.
- Company laptop, iPhone, multiple screens, and Bluetooth speaker.
- Regular team lunches and social activities.

5.6

years average
length of service

LMC was set up in 2001 when Liz left a large London agency to start her own consultancy



For many years, Liz grew the business with the support of a few associates. They were all fellow former directors of leading PR consultancies who had moved out of London and wanted more flexibility, while still working for high-calibre clients on big issues-led stories.

Our mission has remained unchanged since this time - to help the changemakers in construction and property achieve their purpose, using our communications skills to help them to transform the industry and the world around us.

We have always had a growth mindset. During the downturn in 2010, we launched new services, including our facilitation package that helps Boards with strategic planning and issues management. Soon after, LMC was accepted onto the Government's Growth Accelerator Programme which boosted SMEs looking to go to the next level.

As we became more established, the awards followed - including a longstanding track record in the PRCA Workplace Champion Awards (winning trophies every year since 2019).

In 2020, we completed the Cranfield University Business Growth Programme and created a clear growth strategy that has resulted in exceptional increases in revenue and profitability. We have more than doubled in size since, and we feel that there is still room for some more growth.

In 2025 we restructured our senior leadership, with Dan Gerrella appointed managing director and founder Liz Male MBE moving into the role of executive chair. Hannah Carpenter was promoted to associate director, with responsibility for talent development and quality assurance.

We also secured B-Corp accreditation - a further step in our journey to demonstrate that we are a well-run, sustainable and ethical business.

These changes will underpin our next phase of growth and build on recently launched services covering lower-carbon communications, data-driven PR, video and specialist influencer collaborations within construction.

Against this backdrop of continued growth and significant business wins, we are looking to recruit new team members at all levels in the business. We particularly welcome applications from candidates from diverse backgrounds.

Our Recruitment Process

Our process is designed to give us both the opportunity to *learn about each other* and discuss the role.

We aim to make this flexible and suited to the candidate's needs. Typically, the process includes:

1. Initial informal 'get to know you' chat on Teams or face-to-face with our MD. This is to get a feel for each other and to answer any key questions you might have.
2. Invitation to a formal interview, either in person or on Teams. This is a chance to meet your line manager, and discuss requirements for the role, your competencies and the kind of clients that you'll be working with.
3. An half-day assessment at the office. This would include a writing test and other technical exercises, as well as an opportunity for you to meet the rest of the team.

4. A formal offer of employment, take up of references and planning of your induction programme.

Do you have any questions or concerns?

Are there any special arrangements you'd like us to make to allow you to attend interviews? Please let us know. It matters to us that we recruit well and that you will be happy here.

The assessment day

The purpose of the assessment day is to see your work in action. We are simulating typical activities that you would be required to do in the course of your work at LMC, appropriate to the role you are applying for. It is a chance for you to show off your knowledge, skills and understanding.

It is also a chance for you to get to know LMC much better. This session will take place over half a day, which sounds like a lot, but we try to make it as relaxed as possible, build in loads of breaks, and we will always provide feedback if you would like it.

In advance of this assessment day, we offer a phone conversation with Dan or Hannah to answer any questions you may have.

Work with Us

How you can tell *you'll thrive* here:

- You have a growth mindset and are always looking to learn new things and contribute your knowledge with your colleagues and clients.
- You enjoy getting under the skin of business and industry issues, using your creativity to develop great solutions to client needs.
- You're friendly, honest, confident, and comfortable with a culture of openness and collaboration.
- You are ambitious to reach expert status in the sector we serve.
- You want to use your skills to make a difference to the world, and our clients and their industry issues appeal to your interests and curiosity.
- Everything you've read here speaks to your professional purpose and values.

To apply for roles at LMC or to have an informal chat in complete confidence, email careers@lizmale.co.uk

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