

## Company Information

### Core Purpose

Our Core Purpose is to positively impact people, communities, and the environment with innovative solutions and excellence in planning and design. Big picture thinking has allowed us to become a leader in sustainable design. We have built nearly a dozen energy-positive buildings by combining an integrated design approach with a willingness to utilize alternative delivery methods. These buildings generate more on-site renewable power than they consume! Great design is more than cutting-edge building performance. Designing a building or developing a site is an opportunity to steward nature, engage our communities, and manifest our client's vision.

### Core Values

The core values that shape our culture are people, passion, commitment, integrity, and innovation. We are passionate about our people, client relationships, project management systems, architecture, sustainable solutions, development, entrepreneurial endeavors, and profitability. We work in an open and collaborative environment that encourages professional growth. We're looking for creative, motivated design professionals looking for an opportunity to leverage their knowledge to achieve excellence in building design.

### BHAG (Big Hairy Audacious Goal)

Our BHAG is the result of the overlap of "what we are passionate about, our core values and our core purpose": To transform Sfl+a Architects into the preeminent design company of high-performance facilities in the nation specializing in alternative delivery methods.

## Job Description

### Job Title

Design Architect

### Reports To

Design Director

### Job Purpose

As the leader of multiple design teams, you will guide projects from conception to completion, emphasizing creativity, collaboration, and sustainability. You will manage diverse teams, mentor staff, and work closely with clients to deliver functional and visually appealing designs within budget while ensuring design integrity and client satisfaction.

### Duties and Responsibilities

- Your role is to lead and assist multiple design teams through all project phases including business development, concept design, planning and detailed design.
- Lead the design effort inspiring creativity, critical thought and design excellence both internally and externally maintaining a collaborative open and non-ego driven process
- Ensure the firm's focus on innovative, creative and sustainable building is elevated and kept in the forefront of design
- Manage and work with a diverse team of architects, interior designers, and engineers focused on project success
- Mentor design staff and build confidence and trust in the office

- Conceptualizes a building design from both a functional and aesthetic perspective in concert with a client's requirements, budget and program
- Be open to, and skilled in developing and considering multiple design options
- Develops a design through sketches, physical models, electronic models, diagrams, massing studies, and other visual formats to express the design intent and communicate to project team, client, and building user groups
- Lead design critiques and pin-ups
- Be able to quickly assist in project or marketing design support and presentations
- Responsible for projects of medium to large complexity/size
- Participate and interact with clients from business development, during programming, design, and construction phases
- Develop and maintain staff and client relationships
- Utilizes 3D software, in addition to hand sketching, such as Sketchup and BIM technologies in development of three-dimensional models of buildings and their components
- Evaluate and selects building systems, equipment, and materials relative to the design intent and project budget
- Coordinates building systems to ensure compatibility with the design intent
- Analyzes site incorporating geotechnical, hydrological, environmental, social, economic and contextual conditions
- Participates in development of the program, early site designs, test fits and other pre-design efforts
- Ensures that design intent is maintained through documentation and construction
- To present abstract ideas to the client and client representatives
- Represent our client and firm at public meetings and jurisdictional hearings

## **Job Requirements**

### **Qualifications and Skills**

- Strong portfolio documenting design authorship and excellence in design
- Strong portfolio showing presentation graphics and tools utilized in communicating design from concept to client approval
- Ability to deeply listen, collaborate consider different points of view objectively and without personal ego dominating the process
- Ability to quickly generate and communicate different options and approaches to the same problem
- Ability to engage in creative and critical thought
- Ability to present and speak in public settings and jurisdictional settings
- To produce design at a level that would be perceived externally as excellent and transformative
- Understanding and skill in site design, relating building designs to specific sites and communities
- To visually communicate concepts and ideas to others effectively through hand sketching and other graphic techniques quickly in dynamic situations
- To lead and or provide design assist to one or more teams on medium to large size projects through the development of design concept
- To check work of others for accuracy and completeness relative to the design intent and project budget
- Requires proficiency in Microsoft Office Suite, Hand Sketching, Illustration and or use of 3d software for communicating early designs at a high level to client and design teams.
- Knowledge of applicable accessibility, building and life-safety codes to a wide variety of project scopes and complexity
- Knowledge of building construction systems, constructability & materials

#### Education, Work Experience and Licensure Requirements

- Bachelor's degree in Architecture and preferably licensed
- Minimum of 5 years of experience

#### Benefits

##### Insurance

- Health, Dental and Life Insurance-100% company paid per individual
- Vision Insurance 100% company paid for family

##### Paid Time Off

- Paid holidays, eight days, including New Year's, Good Friday, Memorial Day, Independence Day, Labor Day, Thanksgiving, Christmas Eve and Christmas
- Fifteen days Paid Time Off (PTO), including vacation, sick leave, and personal time off; 3 Floating Holidays

##### Other Benefits

- Paid Employee Parking
- Summer Half-Day Fridays

##### Retirement Plan

- 401(k) Safe Harbor Retirement Plan
- 4% Employer matching contribution, vested 100% immediately

##### Professional Associations and Licensing

- Paid American Institute of Architects (AIA) membership dues, NCARB and additional pertinent licenses.

**Now is the Time - Join us and help transform SFL+A into the preeminent design company of high-performance facilities in the nation specializing in alternative delivery methods.**