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Architectural Design - Leader

Civic, Education and Urban Infrastructure

We are seeking a highly motivated and experienced design professional to contribute to civic, education, and urban infrastructure projects. This is a hands-on, client-facing, collaborative role for someone who brings strong architectural, technical, and project leadership capabilities and can contribute across multiple phases of design and construction.

Rather than defining this position solely by title or years of experience, we are interested in individuals who bring a combination of skills in design, technical documentation, project coordination, team leadership, and construction administration, along with an awareness of the broader social impact of the built environment. The successful candidate will work as part of an interdisciplinary team to advance high-impact public projects from early exploratory conversations and community engagement through planning, design, and construction.

Our staffing model is based on the practice of architecture and what projects actually need—not whether someone is called a *Job Captain*, *Project Architect*, *Project Manager* or *Studio Director*.

Core Capabilities

Team Leadership & Collaboration

- Lead and support multidisciplinary teams in a collaborative project environment.
- Guide design and technical work while supporting the growth and contributions of other team members.
- Communicate clearly and effectively with colleagues, clients, consultants, public agencies, and community stakeholders.
- Participate constructively and respectfully in conversations with diverse audiences.

Design & Project Development

- Develop and advance architectural design concepts from programming and planning through construction.
- Translate project goals, stakeholder needs, technical requirements, and, when appropriate, community perspectives into thoughtful and buildable design solutions.
- Contribute to education, civic, urban infrastructure, and other public-sector environments with an understanding of their broader role in community life.

Technical Design & Documentation

- Produce and coordinate high-quality construction documents and technical project information.
- Develop architectural details, specifications, and coordinated drawing packages.
- Navigate regulatory, agency, accessibility, and public-sector requirements.

Project Coordination

- Coordinate architectural work with consultants, engineers, clients, agencies, contractors, and other project stakeholders.
- Organize project information, schedules, deliverables, and decision-making across multiple phases of work.
- Identify and help resolve design, technical, and coordination challenges while integrating stakeholder input into the project process.

Construction Phase Services

- Participate in bidding, negotiation, and construction administration activities.
- Review submittals, respond to requests for information, and help resolve construction-related issues.
- Work collaboratively with contractors and project teams to support the successful realization of the design.

Experience & Knowledge

We welcome candidates whose professional experience demonstrates strength in several of the following areas:

- Integrated sustainable design and sustainable building practices, including mass timber construction and construction waste reduction by design.
- Education, civic, institutional, urban infrastructure, or other complex public projects.
- High-impact projects involving multiple stakeholders, consultants, agencies, and regulatory requirements.
- Project and team leadership that guides the design and client experience through effective time management, strong interpersonal skills, and a collaborative and detail-oriented approach.
- A natural willingness and ability to engage warmly with community members, clients, and project teams.
- An interest in how design decisions can support access, inclusion, community experience, and positive public outcomes.
- Construction documentation, technical coordination, and construction administration.
- Architecture, planning, urban design, or related design disciplines.

Experience working on public-sector and/or infrastructure projects in the Bay Area is particularly valuable, although relevant expertise may have been developed in other geographic locations and project types.

Software Knowledge

Candidates should demonstrate proficiency in tools and technologies necessary to contribute effectively to complex architectural projects, including:

- Revit or comparable Building Information Modeling platforms.
- Microsoft, Miro, Smartsheet, and other digital collaboration and project documentation tools.
- Adobe Creative Suite.
- Visualization and modeling tools such as Enscape and Rhino.

We recognize that candidates may bring different combinations of technical expertise and do not expect every applicant to be proficient in every platform listed.

Education & Professional Development

A professional degree in Architecture, or equivalent education and experience in architecture or a related design discipline, is valued. Licensure, professional certifications, and specialized expertise are welcomed and supported.

What We Value

We are looking for people who bring curiosity, initiative, technical rigor, and a commitment to collaborative practice. Successful team members may come from different professional backgrounds and career paths, but they share an ability to contribute meaningfully to complex projects, work across disciplines, communicate effectively, and create architecture and infrastructure that serves the public.

How to Apply

Please submit materials that demonstrate your relevant skills, capabilities, and contributions to architectural work:

- **Cover letter** describing your interest in the position as full-time, part-time, or contract, and the capabilities you would bring to the practice.
- **Resume** outlining relevant experience, skills, and professional contributions, including references.
- **Portfolio or work samples** demonstrating your design thinking, project contributions, technical abilities, and/or research.
- **Professional references.**

We are particularly interested in understanding **what you did, what skills you applied, how you collaborated with others, and what outcomes your work helped achieve.**

Due to the volume of applications, telephone inquiries and recruiter submissions will not be accepted.

CONTACT INFORMATION

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About blinkLAB architecture

blinkLAB architecture is a small, research-based architecture practice in Oakland, bringing together professionals from diverse backgrounds and disciplines. Our work spans cultural research, programming, planning, new buildings, urban infrastructure, and the adaptive reuse of existing structures, spaces, and places.

At the center of our practice is a commitment to sustainable cultural regeneration through the design of museums, housing, education, and civic infrastructure in Oakland.

blinkLAB operates as a laboratory for ideas and action for Oakland. We value independence, curiosity, and self-directed inquiry within a deeply collaborative environment. Questions are the beginning of the work: when one arises, the expectation is not simply to identify it, but to investigate it, pursue possible answers, and contribute those discoveries to the collective effort.

What We Offer

We offer a competitive salary and comprehensive benefits package, including:

- Monday through Thursday work week. A four-day work week was created with the intent to encourage artistic or professional exploration.
- Paid Time Off, including the company-wide closure Dec 24 through Jan 6.
- Medical, dental and vision coverage.
- Short- and long-term disability and life insurance.
- A 401(k) plan with employer contribution.
- Professional development and licensure support.

Our Oakland studio supports a flexible work structure that includes two remote workdays per week.

Equal Opportunity

blinkLAB architecture is an Equal Opportunity and Affirmative Action employer committed to a workplace free from unlawful discrimination and harassment.

We encourage qualified candidates from diverse backgrounds and experiences to apply, including parents re-entering practice.