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Director of the San Diego Office Flad Architects // San Diego, CA

Overview

If you enjoy developing strategies to identify and approach targeted clients, providing project oversight, recruiting, retaining, and mentoring staff, and providing office leadership, this might be the opportunity for you. Flad is a national architectural firm, with ten offices across the country. Our San Diego office specializes in the Science & Technology, Higher Education, and Developer markets. Flad is a team of creative, intelligent, energetic people who help our clients tackle the issues that change people's lives.

How will your days be spent

Business Development/Client Management

- Support current projects along with identifying, cultivating, and engaging new clients to secure new projects and project types both within and beyond the San Diego geographic area.
- Coordinating with Flad's San Francisco office leadership, research current and potential clients to develop strategies to approach them regarding future work that aligns with the firm's core competencies and services.
- Identify, market, and secure new project work for the San Diego office as well as the overall Flad organization, when appropriate.
- Responsible for continuous management, development, and maintenance of key, repeat clients.
- Assist in directing, coordinating, and structuring marketing activities presentation materials. Participate in client interviews.

Project Execution

- Directly responsible for the execution of the work as a seller-doer, including the meeting of project goals, client service and satisfaction, quality of work performed, development of project staffing plans, utilization of staff, marketing reputation of the firm, and project profitability.
- Primary responsibility for articulating and communicating the client's vision, goals, and objectives.
- Guide the team in the preparation of responsive and appropriate solutions with respect to client needs, best practices, and creativity and innovation.
- Maintain continual client interaction during the project to ensure positive working relationships and good will to promote future work.

Leadership

- Provide day-to-day leadership of the San Diego office, with consulting input from Flad leadership.
- Develop a successful, collaborative working relationship with all team members to ensure integrated projects are produced.
- Mentor team members on all aspects of client relationships, project management, and project execution.
- Responsible for enhancing the office practices; performance; staff recruitment, retention, and growth; and education.
- Attend, support, and contribute to national practice initiatives including participation at reoccurring internal team meetings and annual business development planning efforts.



What you bring to this role

Experience:

- Minimum of 15 years of architectural experience and at least five years of project management and business development experience with science and technology, higher education, and developer focused facilities required.
- Proven record of effective business development and project management with the ability to approach clients, win project work, maintain on-going client relations, and handle multiple projects simultaneously.
- Projects completed with multiple clients preferred.
- Previous office and/or studio leadership experience preferred.

Education:

- Bachelor's degree in architecture or related field required; Master's degree preferred.
- Professional registration preferred.
- Sustainability accreditation preferred.

Flad offers a wide range of benefits including:

- Health, dental, and vision insurance
- Generous paid time off and paid holidays
- Financial health and wellness benefits - retirement savings plan; fiduciary advisor; identity theft plan; Section 125 flexible benefits, including mass transit and parking; income protection – life insurance, short-term disability, long-term disability; Employee Assistance Program (EAP)
- Continuing education and career development – internal programs; funds set aside for external programs, annual professional registration and organization reimbursement

Annual base salary range is currently \$160,000 – \$215,000. Actual starting salary will be within that range, and is dependent upon job-related education, knowledge, and experience.

Flad Architects is an Equal Opportunity Employer. Flad will provide equal opportunity to all individuals without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, disability, or veteran status.

If you need a reasonable accommodation to apply for a position, please contact Human Resources at 608-238-2661 or email us at humanresources@flad.com.

Please apply online at <https://external-fladarchitects.icims.com/jobs/1953/director-of-the-san-diego-office/job>.

