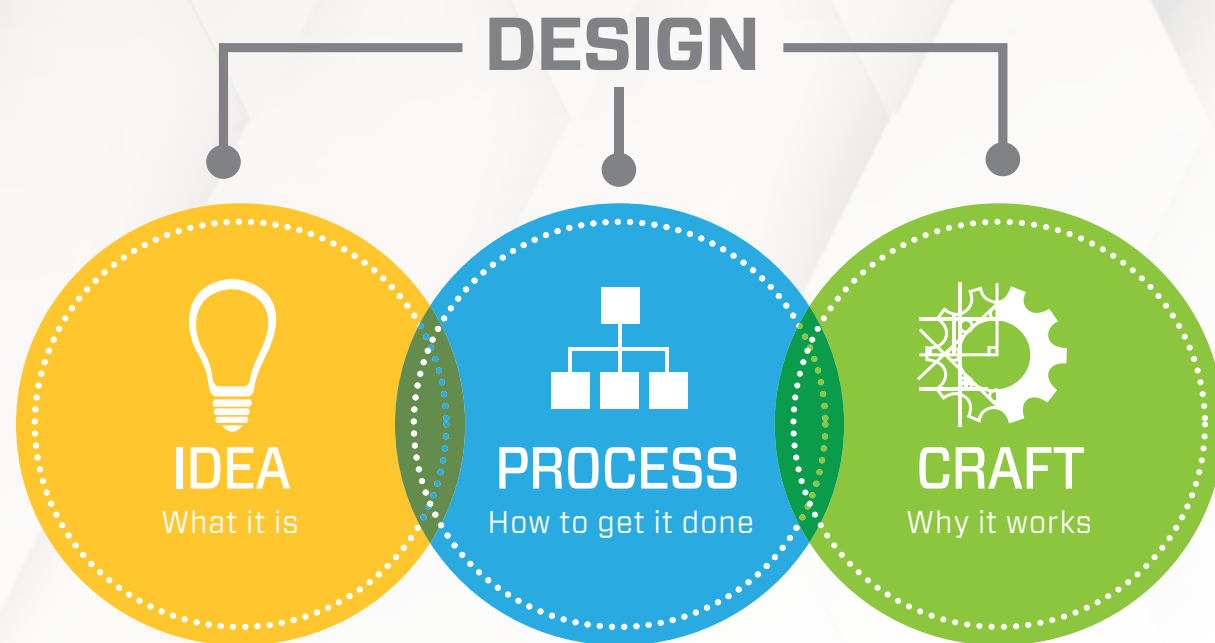


DESIGN FOR A DIFFERENCE

CAREER GUIDE

ARRAY
a r c h i t e c t s



Great Design Comes to Life with Our People

Together at Array, our expertise and knowledge are the foundation for a culture of design. Our design ethos is a culmination of forward thinking ideas, streamlined processes and well-honed craft. Our teams are comprised of talented individuals; each with a particular outlook and deep knowledge to contribute.

We strive to build teams that strike the perfect balance of these qualities. The synergy of these unique perspectives and skill sets makes us stronger as a whole; this is what we mean by “Our People.”

DESIGN FOR A
DIFFERENCE

WHAT'S INSIDE

TOC



OUR FIRM



ARRAY
a r c h i t e c t s

LOCATIONS



Regional Vice Presidents



Mid-Atlantic Region
Kent Doss
*AIA, LEED AP BD+C,
Lean Six Sigma Black Belt*



Southwest Region
Marsh Whitt
*CHID, EDAC, NCIDQ
Lean Six Sigma Healthcare*



**Northeast & New
England Regions**
Jeffrey Drucker
AIA



National Capital Region
Adrian Hagerty
AIA, LEED AP

VOICES OF ARRAY

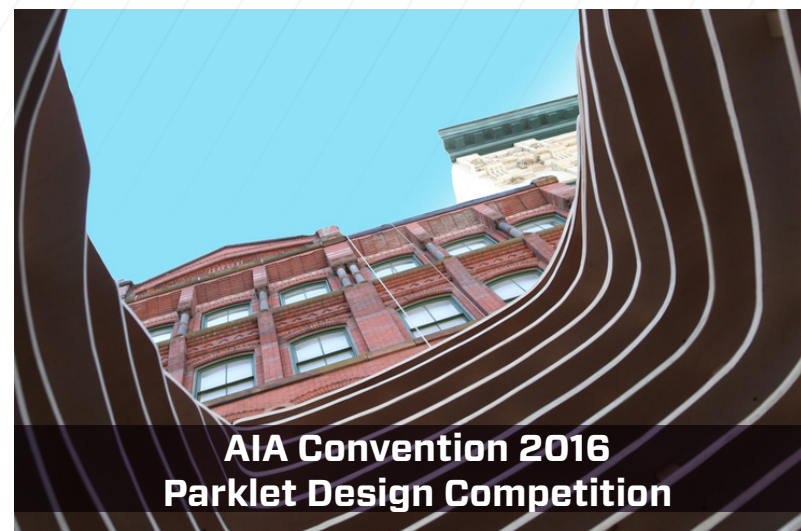


"I really like healthcare architecture. It is fulfilling to be able to help people when they're most vulnerable."

VIDEOS



Meet an Interior Designer



AIA Convention 2016
Parklet Design Competition



Meet the Graphics Team

CONTINUOUS IMPROVEMENT

Our core mission is the same as that of our clients: increase our efficiency and motivate our staff to reach for success. We seek to empower members of our team to be agents for positive change. We have re-modeled our design process using Lean as a foundation for a unique Process-Led approach, which better meets the needs of today's healthcare organizations. We believe the transformative improvement, which leading health systems who have embraced Lean and other improvement approaches have achieved, is equally applicable to architecture.

PLANNING

Healthcare has shifted from a volume-driven practice to a value-driven practice. We need to do the same. Smart front-end thinking goes a long way, and Array goes to great lengths to substantiate our solutions with hard data. Our pragmatic process, intensified by our unique planning tool kit, maximizes flexibility, efficiency and return on investment by enabling more informed decisions. Once a strategic, programmatic directive is formulated, it serves as a springboard and checkpoint for designing the most appropriate solution.

DESIGN

The impacts our designs make are very rewarding. They can be seen in the way patients and visitors flow through the space, the way the staff and administrators function within it, and the way equipment is placed efficiently and unobtrusively. The experiences we create – the experiences caregivers, patients and families all rely on – depend on the design.

INTERIOR DESIGN

There has been a sea change in the way we shape healthcare environments. Beyond creating beautiful spaces influenced by hospitality, we have a responsibility to bring the latest evidence, benchmark data, lean thinking and examples of successful projects into the design process. By doing so, we help our clients realize their full potential to drive a change in culture, improve patient outcomes, increase patient satisfaction, and foster an environment of collaboration.

ASSET ADVISORY

The need for healthcare real estate portfolio optimization has never been greater. Our Asset Advisory team brings clarity to the assessment process. Together we will highlight opportunities, adjust for deficiencies, uncover overlaps and redundancies, and proactively plan for change and growth. Whether our clients are just beginning to evaluate their portfolio, or are looking for options and opinions on further expansions, we journey with them to discover and implement the optimal asset mix.

PRACTICE AREAS



We believe healthcare design projects must focus on providing high value solutions that support best practices, foster collaboration, promote outstanding patient experiences, and anticipate future flexibility. Working together with clients, we map an optimal future work flow and patient experience through process mapping, operational planning, virtual mock-ups and simulation modeling to develop a comprehensive project that supports a client's mission of caring for their community.

OUR APPROACH

PROCESS-LED LEAN DESIGN

Discovery

Analysis

Creation

Solution

*Click Here to learn more about
Our Approach and the tools we use
to connect ideas to implementation.*

LAUNCH YOUR CAREER

**JOB
FUNCTIONS**

ARCHITECTURE

**INTERIOR
DESIGN**

PLANNING

**EXPERIENCED
PROFESSIONALS**

**GRADUATE
OPPORTUNITIES**

**STUDENT
OPPORTUNITIES**

OUR EXPECTATIONS

YOUR FUTURE

“Watch and listen, then think and imagine, then test it, kick it, turn it upside down...and repeat. Only after rigorous study can we sketch something out that might get us close to where we want to go.”

— Noah M. Tolson, AIA, LEED AP BD+C,
Lean Green Belt

If creating healing environments is something you feel strongly about, we are always looking for talented people to join our team.

A career with Array Architects presents you with an opportunity to work in a team-oriented and challenging work environment, where we believe each employee plays a significant role in Array's growth and success.

At Array, you will find colleagues who are experienced, dedicated and committed to excellence in healthcare design.

Whether you are just beginning your career or you are looking to advance to the next level, we encourage you to explore the opportunities available.





GREAT WORK ENVIRONMENTS

You will find a team-oriented and challenging environment with experienced and dedicated colleagues who are committed to excellence in healthcare design.



LUNCH & LEARNS

Work with and receive mentoring from architecture and interior design leaders who have dedicated their careers to healthcare.



FLEX HOURS

With flex hours, a work-life balance has never been easier; whether you're scheduling appointments or planning for long weekends.



CONTINUING EDUCATION

We support and encourage employees to obtain registration and/or certification in their respective disciplines.



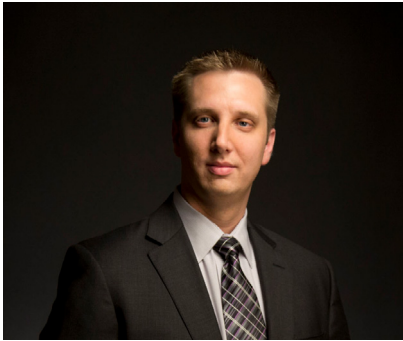
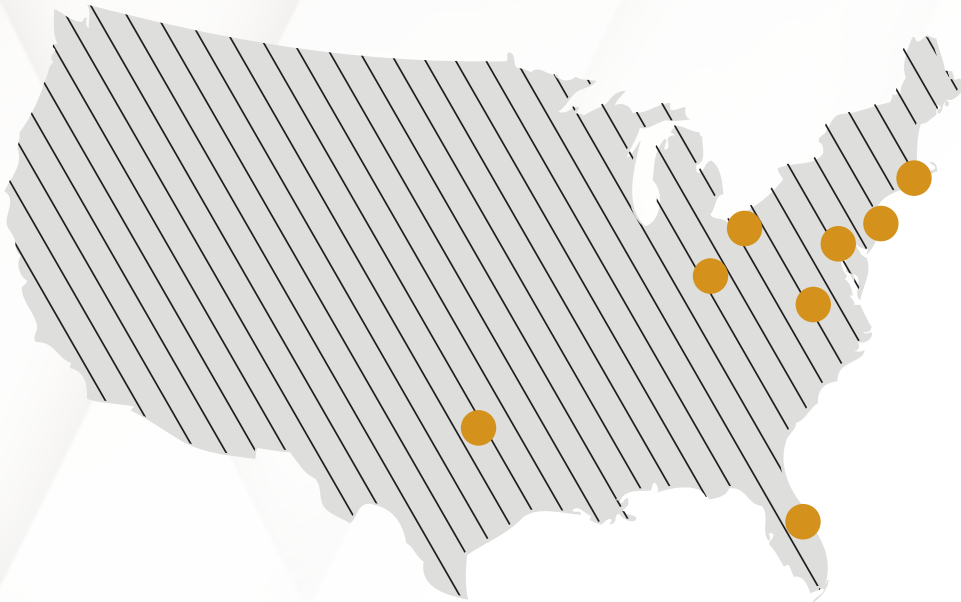
LEARNING EXPERIENCE

Array offers a variety of development opportunities, including our Educational Assistance Program, external conferences and seminars.

YOUR BENEFITS

ARRAY'S THOUGHT LEADERS

*We are not architects
who do healthcare.
We are healthcare
architects.*



FAQs

Will I be limited to one type of work or picking up red lines?

No. Array's learning culture, along with its range of opportunities, encourages early-career talent to explore various project types. Team members are often staffed across multiple projects to provide exposure to diverse experiences.

Within a large firm, will I be able to train with and learn from my peers?

Knowledge sharing is a key component of Array's culture. Consistently, the feedback from our interns and early-career hires indicates that finding and sharing expertise with mentors is a strength of the Array experience.

How does my interest in sustainability affect my potential future with Array?

We view every project through many lenses—durability, sustainability, maintainability and appearance. As part of our commitment to sustainability, we challenge our design team to provide the best sustainable solutions for every project.

How will applying to all Array offices affect my candidacy?

While flexibility is helpful, each location offers different opportunities. Having a specific, compelling reason to join a particular location will set you above other applicants.

What software should I know or be familiar with?

While a greater level of Revit experience will enable you to accomplish design tasks more quickly, Array offers regular lunch and learns, as well as daily informal knowledge sharing, to fine-tune your skills.

What should I consider when preparing for an interview?

Be yourself! You will work in a highly collaborative environment, so tell us how your unique perspective can enrich Array's projects and culture. We want to get to know you and understand why you think our firm is the best fit for you.



Boca Raton | Boston | Cleveland | Columbus | Dallas | New York City | Philadelphia | Washington