

## ASSOCIATE

### About Us

We find inspiration in the immediate, local, and regional context of our projects. From this deep understanding of place, we combine design expertise, rigorous and forward-thinking research, and intuition to shape landscapes that complement nature and encourage community.

This approach ensures refined projects that honor context, connection, and culture while enhancing the human experience.

### Our Team

We are a collaborative and driven team. Each team member contributes to firm culture and ALL are co-creators in our organization. Professional growth and learning opportunities are present and we strive to facilitate an environment where each person's unique skills and passions are recognized in the day-to-day contributions of our project work.

### The Role

Associates collaborate on project teams and demonstrate commitment to firm vision, goals, brand, documentation standards, and efficient workflows. Through the expert implementation of best practices and clear command of the systems outlined in the Project Delivery Manual, Associates act as leaders within their project teams, and guide project deliverables toward success.

They are experts in efficient drawing, modeling, and presentation delivery and the associated software needed to deliver them at all stages of design. They have experience on a range of project types, and can act as mentors, collaborators and document reviewers for senior designer and designer level staff. An associate proactively demonstrates the ability to problem solve and continually improve discreet deliverables and displays wide range of knowledge for solving design problems at all scales. They and can accurately review all types of drawings for errors, omissions, and conflicts.

Associates may also be introduced to project management with mentorship from those most senior on the project management team and begin to translate their understanding of the firm's four pillars of vision and technical excellence, culture/equity and financial sustainability into project management and delivery. Additionally, they may also support client relationships and begin to build their network of familiar consultants and client liaisons to support the project delivery cycle on this project and on future pursuits.

### About You

You enjoy a collaborative environment where you are invited to learn and be your best self. You are passionate about the profession, people and life, love to collaborate and learn

### Ideally you have:

- 5+ years with the profession. Registered/certified in area of expertise encouraged.
- Understands the importance of collaboration; manages, mentors, engages and empowers Design Team Members. Balances priorities and competing demands internally and externally. Actively engages with internal and external team members.
- Demonstrates solid planning, organizing and executing skills.
- An associate has proficiency in software that allows for the mastery in this role include: Smartsheet, Rhino, AutoCAD and Revit/BIM 360, Adobe Suite, Lumion and rendering/3D modeling software, and file sharing.
- Fluency and adherence to C+P's Project Delivery Manual.
- Ability to provide mentorship for the use of technology, systems, graphic brand standards and technical document to the Project Designers and Senior Designers on a project.

Sound interesting? Let's connect! Please send your portfolio + resume to:  
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