



STUDIO DIRECTOR – HEALTHCARE – NORTHERN CALIFORNIA

OVERVIEW:

The need for a well functioning healthcare system remains one of the single most important national topics of discussion today. With fast growing populations in newly developed communities, a crumbling healthcare infrastructure in core urban areas, the advancing needs of aging baby boomers, the need for cutting edge medical educational facilities to train the next generation of medical professionals, and a national call for overarching change to our healthcare system, our client has boundless opportunities to help the advancement of this rapidly growing sector.

Our client is a well-established and highly respected Northern California architecture firm that is seeking a leader who has proven experience and visibility in the California healthcare market to serve as director of the company's healthcare studio. As one of the up-and-coming healthcare architecture firms in the region, our client already has a thriving healthcare group. This individual will set strategic objectives, oversee the business development effort, manage client relationships, and provide leadership and visibility to the practice. We seek an architect who is interested in being a thought leader in the California healthcare market and in leading the firm's effort to develop increasingly challenging projects and relationships with key clients in the regional healthcare market. The practice leader will need to build long-term relationships with hospitals, physician groups and healthcare systems. Of particular interest is the pursuit of new clients such as medical schools because our client will be able to leverage the work of its higher education studio and add great value to the medical educational system in California. The opportunities within healthcare and related areas are endless, so the healthcare practice leader will have an opportunity to use his or her imagination, market knowledge and contacts, and business savvy to craft the strategic direction for the studio.

CHALLENGES:

The studio director will be responsible for the growth and direction of the healthcare practice in a challenging and highly competitive market. One of the key goals is to grow the healthcare practice and to expand it into new markets and geographic regions throughout California. Consequently, the studio director must have a high degree of entrepreneurial intensity to juggle multiple balls at the same time - new project pursuits, speeches and presentations, client relations, and overall project direction. Additionally, as a member of the senior leadership team this individual will need to effectively communicate his or her vision and action plans both within the studio and to the corporate leadership team. It will be essential that the studio director lead with integrity, passion, and competence to expand a best in class healthcare studio.

OPPORTUNITY:

Our client's highly evolved and collaborative environment will enable the studio director to be successful in a competitive market. While the company has great expectations for the studio director, the organization will ensure that the time demands on this individual, while intense at times, will be very manageable. The studio director will be relieved of all non-essential functions that often overload an individual in a role like this. As the leader of the healthcare studio and a member of the six person senior management team, this individual will be groomed as one of the future leaders of the organization. The firm's intention is to have the studio director become a shareholder in the firm within the next few years.

REPORTING RELATIONSHIPS:

- The studio director reports to the company president.

**JOB SCOPE:**

- Set the strategic plan, goals and objectives for the company's healthcare practice.
- Participate as part of the corporate management team.
- Build, foster, and maintain key client relationships and oversee all group business development efforts.
- Studio oversight responsibility.
- Attract, recruit, develop, and mentor studio talent.

EXPERIENCE/ EDUCATION REQUIRED:

- Bachelor's degree in Architecture; MS and/or MBA are a plus.
- Registered Architect in California or the ability to become registered is a must; OSHPD experience required. NCARB, LEED or other professional credentials are a plus.
- Fifteen (15) years of architectural experience.
- Minimum of eight (8) years of focused work in healthcare master planning, pre-design, and the design and construction of healthcare projects.
- Excellent presentation skills and the ability to converse with a wide variety of groups and diverse personalities.
- Management experience and proven leadership success within the healthcare market.
- Proven business development success.
- Strong leadership and mentoring skills.
- Excellent oral & written communication skills.
- Wide network of healthcare industry contacts in California that will allow him or her to identify potential projects and industry talent.

COMPENSATION:

- Base salary will be commensurate with experience.
- Bonus eligible.
- Potential ownership opportunity with proven success.

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