

Position Specification

Structural Engineering Firm Design Director

The Company

Our client is devoted exclusively to the practice of structural engineering. The firm serves a client base of corporate, institutional, public and private development owners and architectural firms across the United States. Completed projects range up to 60-stories in height and more than two million square feet in size. More than forty of the firm's projects have had a construction budget of \$100 Million or more.

The Position

Overview

The firm has a rich history of excellence in structural engineering, and they feel fortunate to work on many high profile projects with talented and renowned designers from around the world. Their work has been featured extensively in national trade publications, and has been recognized with numerous structural engineering awards.

They seeks to carry on this tradition, and build upon it, through the addition of a Design Director who will set the design philosophy, lead design concept and provide design guidance and leadership throughout the organization. This person will carry the responsibility of leading and guiding the Principals, Studio Leaders and Project Teams in:

- Identifying *Art of Structural Engineering* design opportunities
- Collaborating with, a diverse spectrum of clients, design professionals and contractors on a broad scope and scale of projects
- Brainstorming design and delivery possibilities

The Design Director will have responsibility for collaboratively leveraging and developing the skills, knowledge and creativity of an experienced staff in a manner that helps to produce great design ideas and innovative solutions.

The Design Director will be key in partnering with the person who has been the face of, and guiding influence for, the firm design for 50 years. He/She will be instrumental in continuing the firm's innovative design approach while bringing new ideas, visions and design elements to the firm to ensure the firm's place as one the industries best for decades to come. The Design Director will also work closely with this person to further develop high level relationships with key clients and expand the scope of the firm's reach to potential new clients and markets.

Overall, the Design Director must be an experienced, creative, visionary, confident and collaborative leader, broadly experienced within the Structural Engineering design sector, who can partner with an entrepreneurial minded and dynamic leadership team and lead an



experienced design team into the next phase of the firm’s success. He/She must have the ability to communicate effectively and diplomatically to all organizational levels of the firm (and externally) and manage across the operating disciplines of the firm. The Design Director must be capable of collaborating with internal operations, external partners and clients to continually evaluate changing design and construction scenarios and provide a clear directive, philosophy and vision on decisions that affect the design disciplines of the firm and projects.

Location

Southwest United States

Travel

Nominal (some travel will be required between offices and for client meetings.)

Reporting Relationships

Reports To	Managing Principal
Other Key Relationships	Executive Management Team
	Internal Operations Teams
	External Partners, Clients, Contractors and Vendors

Responsibilities

Design Management:

- Create, initiate and direct all structural engineering design.
- Work closely, confidently and collaboratively with the Managing Principal to ensure creative, beneficial and realistic design outcomes for clients and partners.
- Serve as a creative catalyst for all engineering design and ensure continuation of design vision throughout the project lifecycle.
- Oversee the design process and ensure design compliance for all operational and delivery.
- Advise clients, partners and consultants as to the requirements and obligations in the development of design as needed.
- Ensure the design process recognizes current legislation, regulations, standards and codes of practice where appropriate.
- Ensure design information is of high quality and keeps pace with project timescales.
- Identify and implement best in class design methodologies and processes.
- Interact with internal and external business partners to ensure alignment with design and functional initiatives.
- Ensure all budgetary and compliance measures are met within company guidelines.
- Develop, monitor and drive accountability for key performance indicators.
- Develop and maintain a customer-centric operations team to align with company design philosophies and objectives.
- Streamline and optimize all processes and procedures within scope of responsibilities.
- Constantly evaluate and test new and existing processes, procedures and general practices in order to enhance efficiencies.





Organizational Leadership:

- Partner confidently and collaboratively with the Managing Principal to drive, and further develop, design philosophy, creative vision and overall success.
- Mentor, direct and develop Design Managers and staff.
- Manage an effective team in an environment that requires tight time constraints and a highly creative level of attention to detail in order to support the design and delivery needs of a large and diverse project scope.
- Help define, adapt, implement and champion the firm's design philosophy and execution throughout the company and with external partners.
- Possess and convey effectively a "vision of excellence" for the department and company.
- Exemplify vision of excellence by building strong external and internal relations while holding high professional and ethical standards cohesive with effective business practices.
- Drive operational excellence and creativity, develop a high-performing, innovative and creative culture.
- Effectively balance short and long-term strategic and operational objectives.

Strategy and Execution:

- Develop high level relationships with key clients and expand the scope of the firm's reach to potential new clients and markets.
- Function as a part of the executive management team to drive overall efficiency, operations, long term growth, innovation and profitability.
- Implement internal strategies and processes to achieve the department's design objectives and goals and champion improvements as warranted.
- Identify and leverage critical success factors to optimize performance.
- Constantly evaluate, optimize and improve key design processes, systems and metrics.
- Be a strategic companywide leader on all design and delivery needs, processes and best practices.
- Ensure capital planning process and capital plan goals are met on time and on budget.
- Function as a trusted and knowledgeable advisor on engineering design matters.
- Quickly react to and mobilize resources on unplanned items and new priority projects.

Candidate Summary

Education and Training

- 12+ years of experience and expertise in a related structural engineering design discipline is required.
- An undergraduate degree in Structural, Civil (with Structural concentration) or Architectural Engineering is required. *Relevant Engineering degrees will be considered accompanied by applicable and recent structural design engineering management experience of a similar scale.*
- A Master's Degree in related discipline is highly desired.
- A Professional Engineers (PE) license is required (Texas preferred).

Technical Knowledge and Training

- Familiarity with Revit and related BIM software is desired.
- Standard production and operation software knowledge is needed.



Professional Qualifications

General Management:

- Demonstrable in-depth leadership of large scale structural design engineering, creative and operational leadership.
- Successful experience as the point of design origin for creative and functional large scale structural engineering projects.
- Proven experience managing and maintaining complex and creative design systems and processes.
- Demonstrable experience developing long term relationships with key client accounts and leading new client relationship development in existing and expanding markets.
- Proven leadership skills building a multi-discipline team and executing for results.
- Outstanding management and diplomatic skills to function cohesively with all levels of personnel.
- Proven understanding of the markets, trends, technologies, advancements and networks within the Structural Engineering and Architectural sectors.
- Personality that is dedicated to client experience enhancement and organizational excellence.
- Personal charisma and confidence to be an “innovator” based on solid operating analysis and operate diplomatically as a leader within the company.
- Detail oriented with a proven ability to understand the operational drivers of a similar business and its products and markets.

Experience, Knowledge and Skill Requirements

- A minimum of 12 years of creative structural engineering design experience including 5+ years of experience leading the conceptual design efforts for a similarly sized company or department.
- Experience as point of origin on structural engineering designs of similar scope and scale.
- Outstanding technical abilities and understanding of structural behavior.
- Must possess a great appreciation for architecture and a demonstrated understanding of how structural engineers can proactively contribute to the design process through the practice of the art of structural engineering.
- Possess a demonstrated ability to relate to architects and build appropriate relationships with them to drive the business development process.
- Must have developed appreciation of, and vision for, the importance of the Design Director role as it relates to business development locally, nationally and internationally.
- Possess a “serial collaborator” mentality who has an ability to work as part of a cooperative environment and draw input, creativity and ideas out of all people, both internally and externally.
- Must have desire to lead and mentor others in order to give them opportunity to develop their personal abilities and talents.
- Possess a desire to see others succeed and grow in the discipline and their careers and be rewarded for their accomplishments.
- Excellent communication and consultation skills.

To learn more about this opportunity or provide a confidential referral, please contact:

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