



PRINCIPAL LANDSCAPE ARCHITECT | PHOENIX

15+ years of experience

We're looking for a Principal Landscape Architect to join us in our Phoenix office. Norris Design is a worldwide strategic partner in planning, landscape architecture and branding. We create value for our clients by combining excellent service with innovative solutions that can be implemented (in other words, our designs get built!). See what we mean at www.norris-design.com.

What do we have to offer?

You'll be surrounded by creative people who love what they do while forging their own career paths. You'll work with clients who entrust us with their projects, enjoy working with us and continue to come back time after time. You'll have access to great technology, skill sets and creativity that knows no boundaries. You'll be mentored, no matter how much experience you have – our mentoring culture is an important ingredient that contributes to our success as a company, and to the success of our people.

Key Accountabilities

- *Industry Leadership and Expertise* – Build the Norris Design brand and your personal brand within the Arizona market and within the industry. Be strategically involved in industry associations
- *Company Values and Culture* – Provides company culture stewardship to help foster the values and desired culture throughout the Arizona operations and throughout the overall organization.
- *Arizona Team* – Be an integral and strategic contributor to the four member Arizona Principals team. The Arizona leadership team leads our office operations, both strategically and on a day-to-day basis and is responsible for the overall growth and financial health of the Arizona operations. Arizona Team members are tasked with continually and consistently motivating and inspiring others to achieve a set goal or vision.
- *Mentoring* – Be a resource to the Arizona team and mentor on both skill and career development. Be a teacher to the team by leveraging industry experience, while also learning from other team members. Be committed to fostering the success of others.
- *Rainmaker* – Be a key contributor to the company growth with an emphasis on the Arizona and the Phoenix markets and a focus on growing Norris Design billings in the private sector of the Phoenix market to include Master Planned Communities, Multi Family, Mixed Use, Industrial, Retail, Senior Housing, etc. Collaborate with and support other Arizona Principals pursuing projects in the public sector. Leverage past client relationship and personal portfolio in the pursuit of new business.
- *Project Proposal Writing and Estimating* – Responsible for writing and presenting project proposals to clients. Develop both the fees and expenses associated with project proposals. Ensure that project profit targets are achievable and that the pricing methodologies support the overall company financial goals. Leverage industry and career experience to help bring an “art and science” approach to proposal pricing.

Our Baseline

- 15+ years of experience in a leadership role at a landscape architecture and/or land planning firm.
- A proven track record in “rainmaking” by growing business with existing clients as well as consistently winning work with new clients.



- A proven track record in managing projects and clients to deliver best in class deliverables, while also hitting project profitability targets.
- Strong leadership and interpersonal skills.
- A proven passion for mentoring and training staff.
- Strong collaborator but also possess the ability to work independently as needed.
- Takes accountability for results, while holding others to the same standards.
- The ability to communicate effectively with people in all areas of a company.
- Takes initiative to achieve goals and strategic objectives without requiring direct supervision.
- Ability to operate as both a strategic and tactical thinker.
- Creative problem solver with ability to manage staff and projects in a fast-paced entrepreneurial environment.
- Ability to gain trust and respect quickly.
- Strong negotiation skills
- Strong follow through skills
- Poised in the face of multiple problems and/or opportunities.
- Strong, organized individual who is not easily distracted, and yet is willing to adapt when change is called for.
- Dependable, creative, team player who fosters, nurtures, and promotes the company culture.

Full time employees are eligible for Medical, Dental, Vision, Supplementary Insurance and Dependent Care FSA and Healthcare FSA. A portion of the premiums are paid for by Norris Design. Norris Design also pays for Basic Life Insurance and Long-Term Disability as well as a 4% company match to our employer 401k plan. Staff receives 8 paid company holidays per year and an accrual based PTO program starting at 15 days per calendar year. Holiday week closure. Plus year-round half day Fridays!

Sound Interesting?

If you're intrigued, send us a cover letter, resume, three (3) professional references and your portfolio in PDF format that doesn't exceed 10 pages to jobinfo@norris-design.com. Please include your name, years of experience and the office location of the position you are applying for in the subject line of the email. No phone calls please.

Norris Design is proud to be an Equal Employment Opportunity employer. We do not discriminate based upon any legally protected characteristics. All employment decisions are decided based on qualifications, merit, and business need.