




HEALTHCARE DESIGN PROFESSIONAL 7+ YEARS OF EXPERIENCE

TLCD Architecture we are seeking an experienced Architect or Project Captain with healthcare project experience or a strong interest in growing within the healthcare sector. This is an exciting opportunity to contribute to meaningful, impactful projects while collaborating with a talented and creative team dedicated to design excellence.

ABOUT THE ROLE

Joining our Healthcare Studio, you will be responsible for:

- Engaging in programming meetings, client workshops, presentations, and design reviews.
- Collaborating with the project team to develop and refine design concepts through all phases of design.
- Supporting material and detailing decisions with an understanding of constructability and design intent.
- Ensuring design intent is carried through documentation and execution across all project deliverables.
- Coordinating closely with subconsultants, clients, contractors, clinical staff, facilities teams, and other stakeholders to address project requirements and support successful project delivery.
- Taking ownership of the quality, accuracy, and completeness of progress drawing sets, construction documents, specifications, and associated project paperwork.
- Ensuring documentation aligns with office standards, best practices, and quality control procedures, and applicable building codes and regulatory requirements.
- Applying healthcare-specific design requirements and coordinating with the project team to address applicable codes, regulatory standards, life safety requirements, and facility guidelines.
- Communicating with public agencies and jurisdictions as part of permitting and approvals processes.
- Participating in proposal development and project interview preparation when needed.
- Supporting or leading construction administration efforts, including site visits, RFI responses, and submittal reviews.
- Coordinating design, and construction visits and activities within occupied healthcare facilities, considering operational continuity, patient and staff safety, infection prevention, and construction phasing.
- Driving to site visits to project locations throughout Northern California.
- Maintaining awareness of project budgets and supporting coordination with project managers on scope and invoicing considerations.
- Managing assigned tasks within broader project workflows, proactively seeking guidance, and demonstrating resourcefulness as needed.
- Mentoring and supporting junior staff while contributing to a collaborative and team-oriented studio environment.
- Contributing to project development through all phases, from concept design through construction administration.

ABOUT YOU

The ideal candidate will bring a strong combination of technical expertise, design sensibility, collaboration, and leadership, including:

- Experience ensuring design intent is carried consistently through all phases of project development.
- Strong leadership, communication, and coordination skills when working with consultants, clients, agencies, and project stakeholders.
- Ability to understand assigned tasks within the context of larger project workflows while proactively seeking guidance and solutions when needed.
- Experience mentoring and supporting architectural staff to promote team growth and project success.
- Strong sense of ownership over the accuracy, completeness, and quality of construction documents and drawing sets.






ABOUT YOU CONTINUED

- Experience performing construction administration tasks including site observations, existing conditions, RFIs, submittal reviews, and punch walks.
- Self-motivated and highly organized with the ability to manage multiple projects, priorities, and deadlines.
- Experience working on healthcare, hospitals, and medical office building projects, including HCAI review process.
- Proficiency in Revit and Microsoft Office.
- Strong technical knowledge related to design development, construction documentation, permitting, and applicable construction types.
- Experience producing construction documents in compliance with HCAI Department of Health Care Access and Information.
- Proven ability to contribute meaningfully to highly collaborative, interdisciplinary project teams and develop and refine processes.
- Excellent communication, organizational, problem-solving, and time-management skills.
- Bachelor's or Master's in Architecture or a related design field.
- Professional licensure/certification preferred, CA licensure a plus; candidates pursuing licensure are encouraged to apply.
- Minimum of 7 years' experience in relevant field.

WHY TLCD ARCHITECTURE

With over 60 years of experience, TLCD is the leading architecture and interior design firm in Northern California, recognized for design excellence, a diverse portfolio, and a commitment to enriching the communities we serve. We approach every project with a collaborative mindset, recognizing that each client brings unique goals, opportunities, and challenges that shape our design solutions.

TLCD BENEFITS

We offer a comprehensive and competitive benefits package designed to support your well-being, professional growth, and work-life balance:

- Professional growth and learning opportunities
- Competitive compensation aligned with experience and expertise.
- 100% employer-paid medical, dental, vision, and disability coverage for full-time employees.
- 401(k) retirement savings plan with employer matching contributions.
- Generous paid time off, including 10 paid holidays and 3 weeks of PTO.
- Childcare Flex spending account to help support childcare and eligible dependent care expenses.
- Hybrid and remote work opportunities, depending on role and project needs.
- Ongoing professional development, including continuing education support and learning opportunities.
- Clear pathways for career growth within a collaborative and design-driven studio environment.
- Weekly "Wine Wednesday" paid gatherings that combine social connection, project sharing, and informal learning.
- Annual summer picnic and seasonal holiday celebrations that bring the team together to connect and celebrate inside and outside of work.
- Opportunities to engage in community volunteer work and service initiatives.
- Flexible work schedule with half-day Fridays to support balance and recharge.
- A strong emphasis on work-life balance and a supportive, team-oriented culture.

TO APPLY

Send resume and work samples to employment@tlcd.com and reference **Healthcare Design Professional** in the subject line.