



SHAPING GREAT COMMUNITIES

Posting Date: September 12, 2022

Application Deadline: Open Application

Starting Date: Upon availability of candidate, ideally as soon as possible.

Location: Kitchener or Hamilton Office

Role: Senior Urban Designer or Urban Design Practice Lead

Who are we looking for:

GSP Group is looking for a Senior Urban Designer / Urban Design Practice Lead to join our Kitchener or Hamilton office. This is an amazing and unique opportunity for an experienced and high-performing professional to join our well-established, award-winning, multi-disciplinary team. If you are enthusiastic, enjoy working collaboratively as part of a creative team, and are open to working on a variety of project types as a way of further developing your talents and experience within the practice of Urban Design, then this position is for you.

GSP Group is an employee-owned company that has been providing land use planning, urban design and landscape architecture services from our offices in Kitchener and Hamilton for over 27 years. We provide our creative and professional services to both the private and public sectors on a wide range of multi-disciplinary projects across Southern Ontario, which demonstrates our passion for shaping great communities.

Responsibilities associated with this position:

Candidates applying to join our team should be eager and excited to build upon their experience in the following areas of practice, through their expected participation in all aspects of the project process including:

- Lead and continue to elevate the firm's multi-disciplinary urban design practice within a collaborative team structure including business development, identification of new work opportunities and coordination of proposals, project management and overall assignment and distribution of work among the urban design team, recruitment, mentorship, professional learning and training, performance review, and other key leadership roles.
- Coordinate, direct and oversee project design efforts and the development of concepts, design briefs, reports, guidelines and other deliverables for planning and urban design projects of a wide range of types and scales, by:

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- Providing conceptual design direction at early stages of project development, and continued design leadership throughout project progression.
 - Identifying and organizing required project resources, developing work plans, budgets, timelines and strategies, and obtaining client approvals.
 - Assigning staff to selected projects and tasks by providing direction, monitoring, and ongoing guidance.
 - Maintaining and enhancing client relations as the key liaison for urban design projects and assignments.
 - Participating in project design and delivering on project requirements.
 - Communicating design proposals and solutions through effective and compelling presentations to a range of audiences and approval authorities.
 - Fostering an environment of teamwork, collaboration and creativity to achieve design excellence.
- Join the firm's management team contributing to a range of business decisions and support the continued growth and success of the firm, providing updates, advice and direction to continue to grow and advance the urban design team.
 - Pursuing and securing municipal urban design projects including review of requests for proposals, coordinating and developing work plans, budgets, schedules and proposal submissions, and leading/managing these projects.
 - Be recognized both internally and externally as a leader in the field of urban design including participation in industry events, speaking engagements, articles, and key liaison for this area of the firm's practice.

Qualifications required for this position:

Candidates applying for this position with GSP Group should have the following qualifications:

- A design-based degree, such as Architecture, Landscape Architecture or Urban Design, although a Planning degree with significant Urban Design experience will also be considered, and a minimum of ten (10) years of relevant work experience;

- Membership in OPPI / CIP, OAA and/or OALA;
- Experience with community consultation in a variety of forms including neighbourhood charettes, public open houses and information centres and formal council and committee meetings;
- Creative problem-solving skills to approach urban design challenges;
- Familiarity/experience with design and visualization software including Sketchup, AutoCAD and Adobe Suite (InDesign, Illustrator and Photoshop specifically);
- Demonstrate proficiency in Microsoft Office including Word, PowerPoint and Excel, as well as online meeting applications such as Teams and Zoom.
- Demonstrate effective leadership, management, communication and organizational skills, such as the ability to set and achieve team goals, inspire and motivate staff including individual goal-setting and personal and professional development, and building a positive and productive team environment and culture;
- Previous qualification as an Urban Design expert before the Ontario Land Tribunal;
- A valid driver's licence and the ability to supply your own personal vehicle.

A little more about our company:

GSP Group is a great place to work. We have a dynamic team of energetic and passionate professionals who are committed to working together to create great places, and doing so in a collegial, engaging, and fun environment. We believe that every project that we are a part of provides new opportunities and experiences to draw upon. We utilize this belief to promote the professional development and mentorship of staff to benefit both our overall team and our clients. We offer competitive salaries and benefits, and promote work-life balance with our Social, Health and Wellness, and Sustainability Committees (Green Team), as well as summer hours from Victoria Day through to Labour Day to get a head-start on enjoying the warm weather and weekends.

If this position with GSP Group sounds like an opportunity for you, we invite qualified applicants to apply in confidence via email with a cover letter and resume in PDF format to gsp@gspgroup.ca, Attn: Human Resources Manager, with the subject line 'Senior Urban Designer / Urban Design Practice Lead Position.' We thank all those who submit applications, however only those candidates selected for an interview will be contacted.