Office Director – Senior Landscape Architect / Urban Designer

Want to design streets and public spaces that connect people? We're looking for an **Office Director – Senior Landscape Architect or Urban Designer** in **Minneapolis, MN** with a bold vision for the future of multimodal transportation and sustainable places. You'll lead a multidisciplinary team planning and designing streets, linear landscapes downtowns, small town main streets, and civic places, creating environments that are safe, welcoming, resilient, and memorable. If you love big-picture strategy, building and leading talented teams, winning meaningful work, exceeding client expectations, and mentoring the next generation of leaders, we'd love to hear from you.

Why You'll Love Working Here

We are an employee-owned, purpose-driven team of engineers, planners, landscape architects, and urban designers who believe streets and public spaces should work for *everyone*. At Toole Design, you'll work alongside thought leaders and industry experts who are committed to mentoring and helping you grow your expertise. We offer:

- A collaborative, inclusive culture that supports your growth and advancement
- Hybrid schedule with in-office team days (Tuesday–Thursday)
- 8 paid holidays; and 20 days of PTO accrual annually
- Competitive salary, excellent benefits, and transportation perks: Benefits and Supports
- Projects that truly improve lives through safe, inclusive design rooted in ethics, empathy, and equity
- Employee-ownership, so we all share in the success we build together—and the financial security that comes with it

What You'll Do

As Director of our Minneapolis office, you will lead a talented team of professionals and serve as a key liaison with company leadership. You'll foster a positive, inclusive culture and strong team morale while maintaining a productive, collaborative work environment, and you'll play an active role in managing, mentoring, and recruiting landscape architects and urban designers and strengthening our landscape architecture and urban design practice areas. You will pursue and win work that makes a meaningful impact on communities and ensure your team consistently delivers high-quality, equity-centered projects. Working on exciting initiatives throughout Minnesota, and across the Midwest, you'll collaborate with colleagues across the region and nationwide. As a leader in one of our growing Midwestern offices, you'll have a tremendous opportunity to shape and strengthen our work, with strong support from our operations teams and company leadership.

What You Bring:

- A passion for working with a dynamic and diverse team, and an inclusive approach to achieving success
- A degree in Landscape Architecture, Urban Design, or related, or a very strong technical understanding of the Architecture and Engineering industry
- A minimum of 10 years of experience
- A minimum of 5 years of experience in a consulting firm or similar
- Experience managing staff
- Experience pursuing and winning work that is competitively bid
- Experience solving problems, putting out fires, and helping others navigate tricky situations

Join Us. Make an Impact.
If you're ready to do meaningful work with a supportive, talented team—apply today on our website. 🔗 Link to Apply

We are targeting a salary range of $135,000 to $165,000 for this position.

Questions, assistance or accommodations? Contact HR@tooledesign.com or call 301-927-1900, press 5.

At Toole Design, we foster a collaborative culture and welcome people of all backgrounds to help build more inclusive communities. We strongly encourage women and applicants from underrepresented communities – people of color, LGBTQIA+, immigrants, first-generation college students/graduates, those with disabilities and people at all the intersections in between – to apply. We're proud that about half our managers are women and we are committed to diverse leadership that reflects the communities we serve. Toole Design is a woman-owned, equal opportunity employer (EO/AA/VEV/Disabled employer).

For more information about Toole Design, visit our website and follow us on LinkedIn, Instagram, or Facebook.