**NOW HIRING**– **Senior Landscape Architect**

We are seeking a highly skilled and detail-oriented **Senior Landscape Architect** to join our team. This senior leadership role is responsible for guiding projects through all phases from schematic design to construction administration, while ensuring design excellence, technical accuracy, and compliance with regulatory requirements. The Senior Landscape Architect will provide mentorship and direction to team members, oversee and conduct quality assurance and quality control processes, and bring a strategic perspective to both project delivery and the growth of the practice.

**WORK HOURS:** Office hours

**LOCATION:** Vancouver BC, hybrid (Monday to Friday).

**TERM:** Full Time Permanent

**DEPARTMENT**: Landscape Architecture

**Responsibilities and Expectations**

Design & Technical Leadership

* Lead projects through all phases:
	+ *Schematic & Design Development*: Advance conceptual designs, site plans, planting palettes, and visual presentations; ensure alignment with project vision, site conditions, regulatory frameworks, and sustainability goals.
	+ *Construction Documentation*: Direct and contribute to the preparation of technical drawings, details, and specifications; ensure compliance with permit requirements and construction standards; oversee consultant coordination and quality control.
	+ *Contract / Construction Administration*: Review RFIs, prepare supplemental details, conduct site reviews, prepare observation reports, and supervise deficiency reviews; ensure design intent is realized during construction and verified through post-occupancy evaluations.
* Sign, stamp, and approve drawings and specifications in accordance with BCSLA requirements.
* Represent the firm with clients, consultants, and municipal authorities in presentations, negotiations, and approvals.
* Apply technical expertise in public realm design, ecological enhancements, active transportation infrastructure, stormwater management, and sustainable landscape strategies.

**Project Management**

* Develop and oversee project work plans, including schedules, deliverables, contracts, and budgets.
* Supervise landscape architecture teams, delegate responsibilities, and monitor progress to meet firm standards for quality, accuracy, and timeliness.
* Monitor project financial performance, including staff hours, expenditures, and design-related costs; ensure decisions balance design excellence with budget discipline.
* Implement rigorous QA/QC processes across all stages of design and documentation.

**Leadership & Mentorship**

* Provide guidance, coaching, and training to junior and intermediate staff, ensuring their growth as future leaders in the profession.
* Foster a collaborative, accountable studio culture where knowledge sharing, professional integrity, and continuous improvement are emphasized.
* Uphold and reinforce professional standards of practice, ensuring compliance with bylaws, codes, and regulatory requirements.

**Firm Contribution & Strategic Role**

* Support business development efforts by contributing to RFQ/RFP responses, marketing initiatives, and professional service contracts.
* Participate in client and consultant negotiations, fee proposals, and contract reviews.
* Share expertise across teams through participation in internal reviews, cross-disciplinary collaboration, and mentoring programs.
* Demonstrate a strategic mindset by contributing to the firm’s long-term growth, innovation in design, and continuous improvement of project delivery practices.

**Qualifications/Assets**

* Minimum of 10 years of professional experience in a landscape architecture or design office, with demonstrated leadership on large-scale and complex projects.
* Registration at this level with the BCSLA (or eligibility for registration) is required or expected.
* Post-secondary degree or diploma in Landscape Architecture or a related field.
* Strong proficiency in Revit, CAD, and related design software.
* In-depth knowledge of construction methods, material specifications, planting strategies, and stormwater management best practices.
* Strong ability to manage budgets, schedules, and project resources while maintaining design quality.
* Excellent verbal and written communication skills; proven ability to represent the firm with clients, authorities, and consultants.
* Demonstrated success in mentoring, guiding, and training team members at varying stages of their careers.

Compensation for this position will be commensurate with experience, skills, and qualifications. The expected salary range for this role is ($80,000-$100,000).

**ABOUT FRANCL ARCHITECTURE**

Francl Architecture is an established architecture and urban design firm based in Vancouver, BC. With over 30 years of experience, the firm is known for its thoughtful, context-driven work across a wide range of public, institutional, and private projects. Grounded in collaboration and design excellence, Francl brings clarity and craft to complex sites, shaping built environments that are both practical and enduring. Our firm is home to a diverse and passionate team of architects, designers, and collaborators who are committed to creating meaningful spaces for the communities we serve. For more information, please visit [www.franclarchitecture.com](http://www.franclarchitecture.com)

**APPLY NOW:** Apply online on Indeed.  Or email your resume and cover letter to careers@franclarchitecture.com quoting **Senior Landscape Architect**

**DEADLINE:** Open until filled

We thank all applicants for their interest, however only those candidates selected for interviews will be contacted.

Francl Architecture is an equal opportunity employer. We believe that diversity, equity and inclusion enrich the design process and strengthen our work. Our firm is committed to fostering an equitable and inclusive environment - one where collaboration, respect, and a shared commitment to thoughtful design are at the core of how we work and engage with our communities.

Francl Architecture is committed to developing a barrier-free recruitment process and work environment. Accommodations in relation to the job selection process are available upon request. If you require any accommodation, please email careers@franclarchitecture.com and we’ll work with you to meet your accessibility needs.