

CAREERS AT LIONAKIS



RELATIONSHIPS. PERFORMANCE. DESIGN.

Founded in 1909, Lionakis is a firm built on the values of relationships, performance and design. Our continuous commitment to our culture of learning allows each employee to continue to grow with every project they work on.

SERVICES

We focus on partnering with clients, agencies and industry experts to develop innovative and reliable responses. These partnerships are the core of our business and we strive to provide a level of service that exceeds expectations. Our in-house services include:

- + Architecture
- + Structural Engineering
- + Planning
- + Interiors
- + Laboratory Design
- + Graphics
- + Sustainability
- + Access Compliance

FOUNDATION

The Lionakis Foundation was established in 2009 as a charitable organization dedicated to impacting positive change and improving the quality of Education, Health Awareness, and Urban Environments.

The charities we support are selected through an annual employee driven nomination and voting process. You will have the opportunity to learn more about each selected organization through lunch and learns, fund-raisers, and participation in volunteer days. Our grant matching program allows you to make the most of your donation dollars with the Foundation matching \$100 per employee annually.

2019 FIRM MENTORSHIP AWARD WINNER

LIONAKIS is honored to receive our second firm mentorship award from **AIA CALIFORNIA'S ACADEMY** of EMERGING PROFESSIONALS

MARKETS

Our portfolio of successful projects demonstrates our approach to understanding clients' specific needs and priorities. Over the past 100 years we have focused on four core markets, including:

- + Civic
- + Education
- + Healthcare
- + Commercial
- + Science and Technology



Volunteer Event at the Front Street Animal Shelter (Sacramento, CA)



Headquarter office in Sacramento, CA

RELATIONSHIPS.

Build relationships through a culture of collaboration and unity. From softball to flag football, and Oktoberfests to volunteer days, enjoy a variety of events to create connections beyond the office walls. We are also committed to giving back to the communities where we live and work, creating a better future.

PERFORMANCE.

Be part of a team with a solid history of performance. Experience the advantages of a large firm with an outstanding reputation. Practice in a firm whose philosophy is to embrace doing the right thing for our clients, community, and employees.

DESIGN.

Not only do you have access to various resources and the latest technology, you also enjoy the diverse projects Lionakis has to offer. You build relationships here beyond a 9 – 5 team and become part of a family that commits to excellence in performance and design.

OUR INVESTMENT IN YOU

At Lionakis we offer an outstanding compensation package. Here are just a few of the advantages you'll receive as part of the Lionakis team: competitive salary, comprehensive health insurance, long-term care plan, life insurance, 401(k) matching, paid time off, professional development program, financial planning assistance, flexible hours, relocation assistance, reimbursement of public transportation.

ARE YOU READY?

To learn more about Lionakis, check out our [culture video](#) and explore the rest of this brochure. Then visit our careers page <https://www.lionakis.com/careers/openroles/> to find the right position for you.



PROFESSIONAL DEVELOPMENT

An integral part of our core values is the development of the next generation of architects, engineers, interior designers, and leaders. Our PD program provides ongoing training through in-house live training sessions, site visits and extensive on-line resources. Each staff member has dedicated PD time and a PD matrix to help guide them through the options and required training.

IN-HOUSE TRAINING

We offer an extensive selection of in-house professional development opportunities including:

- + Emerging Professionals Program (EP)
- + Design Technology (DT)
- + Sustainability
- + Access Compliance
- + Design
- + Practice
- + LinkedIn Learning Membership – access to full library
- + American Institute of Architects approved Lunch and Learns



Groundbreaking at Dyer-Kelly Elementary School, San Juan USD



EP Spotlight: Healthcare Job Captain, Annalise Baird

"Lionakis is unique, it is a place where you can begin your architecture career and watch it bloom and flourish. Like no other place I know, it is common to have co-workers who began their career at Lionakis...and are still here, moving up to do bigger and better things. This is a testament to the type of company that Lionakis is."

— Arnold Federizo, Associate

"Working in Healthcare architecture allows me to continually develop my skills while also helping others by creating safe, comfortable and healing atmospheres. I love that I am able to work creatively in spaces and with other people who value research, the conceptual process and constant education."

— Hien Vo, Designer III

PROFESSIONAL ORGANIZATIONS

Lionakis is home to many current and former board members, committee chairs, and presidents of our industry's local and state organizations. We encourage membership and participation in the local and larger architectural and engineering communities. Membership fee reimbursement is available for the following organizations, among others:



SUSTAINABILITY

Our dedicated sustainability staff offers a unique view into sustainability including:

- + Monthly Green Tuesday Presentations
- + Study groups led by our LEED expert to help you become a LEED Green Associate



LEED Platinum: Winn Center, Consummes River College

DESIGN

At Lionakis, we are always looking to "raise the bar" when it comes to design. We do this in both formal and informal ways. Our **DESIGNcrit** process invites those outside a project team to constructively critique each significant project, early and often, focusing on the client's key goals. We hold bi-monthly **DESIGNbars**, hosted once yearly by each market and service in the firm, share projects in progress, and connect with coworkers – all while having some fun. Our **doDESIGN** program is a series of "lunch and learns" where we conduct design phase training – from master planning to computational design – to highlight the best practices and projects throughout the firm.



Civics Studio DESIGNbar



Education Studio DESIGNbar interactive trivia

EMERGING PROFESSIONALS PROGRAM

[EP]

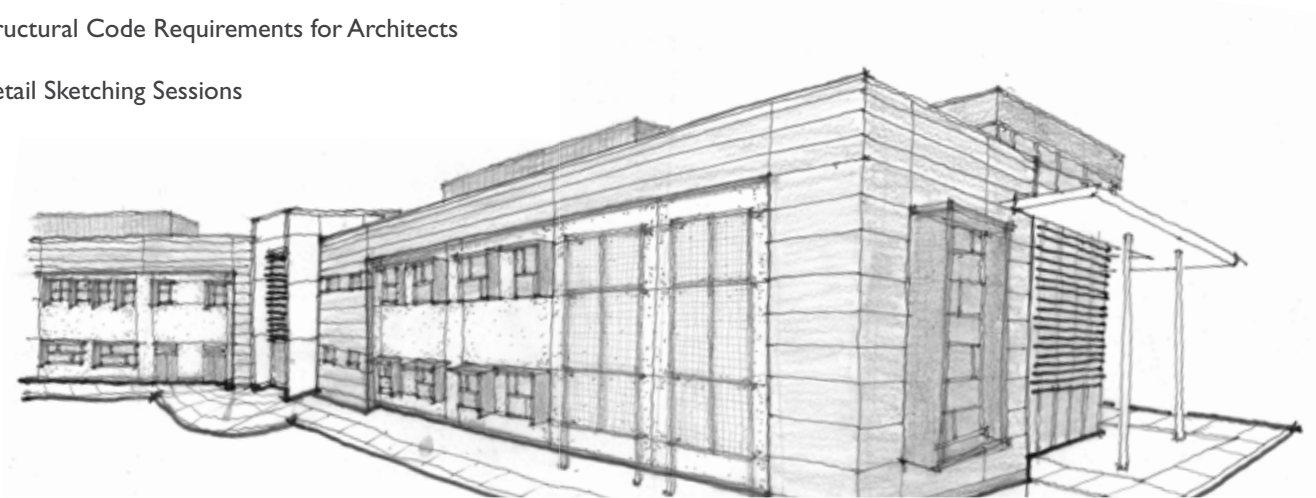
The EP Program at Lionakis provides the necessary knowledge, tools and support to achieve your professional goals and become a well-rounded, licensed architect, engineer, or interior designer. The program provides staff the opportunity to learn about all aspects of business through site visits, EP University classes, activities and mentorship.

Through our monthly EP university series, you will have the opportunity to learn from a variety of mentors across the firm. Some of our EP University topics include:

- + Designing for Sustainability
- + Accessibility Basics
- + Introduction to Specifications
- + Structural Code Requirements for Architects
- + Detail Sketching Sessions



EPs collaborate on annual Parking Day design



"Lionakis has always endeavored to "Designing a Better Future" and this philosophy goes beyond just the buildings we create. I have seen the commitment Lionakis has made to my personal growth, and to the growth of other emerging professionals. The EP Program is highly supportive and focuses on providing excellent resources, information, and opportunities for Lionakis EPs."

— Matthew Harris, Architect I

"At Lionakis, I appreciate the opportunities to contribute to a culture that embraces mentorship and support. After all, the value of sharing one's experiences is the opportunity for another to learn how to think, not what to think."

— Joseph Nunez, Job Captain

SITE VISITS

Our EPs regularly visit construction sites on a guided tour with the design team. Site visits allow you to see construction and coordination issues first hand while building relationships with clients, coworkers, and industry partners.



Pacific Trails Middle School, San Dieguito Union High School District

MENTORSHIP

Mentorship is critical to the success of all our emerging professionals. We provide both day-to-day project coaching and a formal mentorship program that pairs you with a senior staff member to help guide you through your career.



Mentorship and knowledge-sharing

LICENSURE

At Lionakis, we believe in the importance of licensure, and from Day One, we want you to have the resources you need to become an Architect, Structural Engineer, or Interior Designer. Our EP licensure track includes:

- + Licensure libraries in each office with study materials available for check-out
- + Partial reimbursement of online study resources such as Black Spectacles
- + Reimbursement of exam fees, registration fees, license fee
- + Professional development hours for exams taken during normal business hours
- + Varied work load allowing you to get the diversified work experience you need for licensure
- + A dedicated licensure home page on our Intranet where you can easily find the study materials you need, ask questions to our licensure experts, or connect with fellow employees to study



DESIGN TECHNOLOGY



Technology is an ever-changing facet of the design process. Our dedicated team provides technical support to our architects, engineers, and interior designers as we evolve our practice and adapt to technological advancements in our industry.

With the Design Technology Studio, you have the opportunity to learn a variety of software platforms that directly apply to your design work. You will have everything you need to develop your technology skills.

Our Design Technology studio:

- + Delivers hands-on training sessions on design applications
- + Provides on-demand support
- + Engages in team-oriented process improvement
- + Works to refine workflows that improve day-to-day work

Some technologies we utilize and offer hands-on training include:



Attendees from all studios tackling design technology exercises



Hector Soriano, Design Technology Specialist, leading a workshop

"I'm in awe of all that the DT studio does to support our studios... from staying up-to-date on industry standards & technology, to Revit training, Boot Camp, keeping the production standards up to date, aside from the day-to-day trouble shooting they do. They are vital in our firm and unique in our industry."

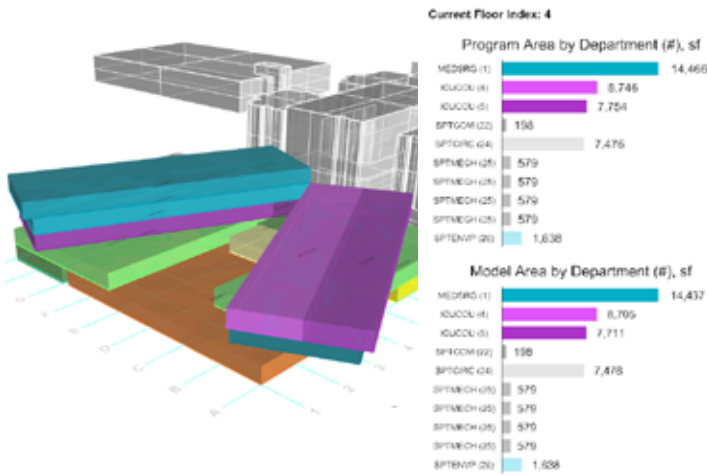
— Alicia Chavez, Associate

"Lionakis' Design Technology training allows me to further my Revit skills post-graduation and applies actual, usable techniques to better my work day."

— Katie Auxier, Interior Designer I

RESEARCH AND DEVELOPMENT

DT also focuses on research and development of current and emerging technologies. From virtual reality to computational design, there is an abundance of technologies to explore and integrate into our design process. You can be a part of our discoveries, too!



Computational Design for programming and master planning



Designer II Jake Elliott testing a new multi-person virtual reality tool

DT BOOT CAMP



Each year, DT hosts a unique training experience, affectionately referred to as the DT Boot Camp! Boot Camp consists of several weeks of focused, intensive training for select individuals across the firm. The individuals that

attend Boot Camp are given the role of DTSS, serving as the role of Design Technology Support Specialist (DTSS), serving as the go to DT resource for their studios and office.

What is a DTSS?

- + Designers, Architects, Drafters – just like you!
- + Selected by market leadership
- + They serve as a connection between DT and their respective market and/or office
- + They are the first line of support for their studios – users supporting users!



Attendees learning about Revit Add-Ins to enhance their daily work

What is Boot Camp?

- + Training: Intermediate to Advanced Revit
- + Advanced techniques for supporting and troubleshooting design technology software
- + Insight into new design technologies

WORK HARD, PLAY HARD



OUR INVESTMENT IN YOU

At Lionakis we offer an outstanding compensation package. Here are some of the perks you'll have as part of the Lionakis team:

LIVE YOUR BEST LIFE
MEDICAL DENTAL VISION



OUT OF OFFICE
PAID TIME OFF



WORK OUTSIDE THE BOX
FLEXIBLE WORK SCHEDULES



MAKE IT RAIN!
INCENTIVE COMPENSATION
& BONUS OPPORTUNITY



GIVE BACK
LIONAKIS FOUNDATION
MATCHING DONATIONS



YOU SAVE, WE MATCH!
401 (K) MATCHING &
RETIREMENT PLAN



CELEBRATE & HONOR
PAID HOLIDAYS



GET MOVING!
WELLNESS OPTIONS
& GYM MEMBERSHIP
DISCOUNTS



GROW YOUR PATH
PROFESSIONAL
DEVELOPMENT



WORK WITH YOUR FRIENDS
EMPLOYEE REFERRAL PROGRAM



YOU DO YOU
DIVERSITY &
INCLUSION INITIATIVES



HERE IF YOU NEED IT
LONG TERM CARE
INSURANCE



PEACE OF MIND
LIFE & DISABILITY INSURANCE



TICKET TO RIDE
PUBLIC TRANSPORTATION
ALLOWANCE



**WORK HARD,
PLAY HARD**
FUN COMPANY EVENTS



SUPPORTING YOU
EMPLOYEE ASSISTANCE
PROGRAM



READY TO APPLY? Scan the QR code with your phone to view all job openings:





SACRAMENTO
OAKLAND
SAN JOSE
NEWPORT BEACH