blink!LAB
architecture

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Architectural Design Staff

We are seeking a collaborative design professional to contribute to projects from early design through documentation and construction.

This position is organized around three core capabilities: **Research · Design Computation · Fabrication**

We recognize that these are distinct areas of expertise. **No candidate is expected to be an expert in all three.** Instead, candidates should demonstrate **at least one area as a core strength**, while showing curiosity, competency, or a willingness to develop skills in the other areas.

Our staffing model is based on the practice of architecture and what projects actually need rather than whether someone is called a *Designer, Job Captain, or Intermediate Architect*.

The Three Core Skills

Research

We are interested in designers who use interviews, research, data, and mapping to reveal the relationships between people and place—and ensure those insights meaningfully inform design decisions. Relevant capabilities may include:

- Community Research
- GIS & Spatial Analysis
- Narrative studies
- Sustainable Building Practices
- Design Translation

Design Computation

We are interested in designers who use computational tools to expand how architecture is explored, analyzed, developed, and delivered. Relevant capabilities may include:

- Computational and parametric design.
- AI concepts, layout, formation, visualization
- Rhino, Grasshopper and Enscape
- BIM-based design and coordination.
- Digital analysis, modeling, visualization, and automation.
- Developing workflows that improve design exploration and project delivery.

Fabrication

We value hands-on knowledge of how ideas become physical objects, assemblies, and buildings. Knowledge my include:

- CNC and digital fabrication equipment.
- Laser cutting and 3D printing.
- Physical modeling, mock-ups, and prototypes of materials and assemblies
- Understanding the relationship between digital design, fabrication, materials, and construction.

What You Will Contribute

Beyond the three core areas, successful candidates should demonstrate a working ability to contribute to architectural practice through:

- Diagraming and mapping of associations
- Design concepts and development of architectural solutions.
- Design studies, computational models, and iterative investigations.
- Prototypes, mock-ups, and material investigations.
- Technical documentation and detailing that translate design intent into buildable work.
- Architectural details and assemblies.
- Research and analysis that inform design and building performance.
- Digital design and visualization.
- Clear presentations and communication with project stakeholders.
- Coordinated project deliverables from design through construction.

How We Evaluate

We are interested in demonstrated curiosity and capabilities rather than titles or years of experience. Your application should show:

- **Your core strength** in Research, Design Computation, or Fabrication.
- How you have applied that strength to real projects or investigations.
- The complementary skills you bring to a project team.
- Areas you are interested in developing.

How to Apply

Please submit materials that demonstrate your relevant skills, capabilities, and contributions to architectural work:

- **Cover letter** describing your interest in the position as full-time, part-time or contract; and the capabilities you would bring to the practice.
- **Resume** outlining relevant experience, skills, and professional contributions, including references.
- **Portfolio or work samples** demonstrating your design thinking, project contributions, technical abilities, and/or research.

We are particularly interested in understanding **what you did, what skills you applied, and what outcomes your work helped achieve**.

Due to the volume of applications, telephone inquiries and recruiter submissions will not be accepted.

CONTACT INFORMATION

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About blinkLAB architecture

blinkLAB architecture is a small, research-based architecture practice in Oakland, bringing together professionals from diverse backgrounds and disciplines. Our work spans cultural research, programming, planning, new buildings, urban infrastructure, and the adaptive reuse of existing structures, spaces, and places.

At the center of our practice is a commitment to sustainable cultural regeneration through the design of museums, housing, education, and civic infrastructure in Oakland.

blinkLAB operates as a laboratory for ideas and action for Oakland. We value independence, curiosity, and self-directed inquiry within a deeply collaborative environment. Questions are the beginning of the work: when one arises, the expectation is not simply to identify it, but to investigate it, pursue possible answers, and contribute those discoveries to the collective effort.

What We Offer

We offer a competitive salary and comprehensive benefits package, including:

- Monday through Thursday work week. A four-day work week was created with the intent to encourage artistic or professional exploration.
- Paid Time Off, including the company-wide closure Dec 24 though Jan 6.
- Medical, dental and vision coverage.
- Short- and long-term disability and life insurance.
- A 401(k) plan with employer contribution.
- Professional development and licensure support.

Our Oakland studio supports a flexible work structure that includes two remote workdays per week.

Equal Opportunity

blinkLAB architecture is an Equal Opportunity and Affirmative Action employer committed to a workplace free from unlawful discrimination and harassment.

We encourage qualified candidates from diverse backgrounds and experiences to apply, including parents re-entering practice.