



STUDENT AND GRADUATE CAREER GUIDE

Gensler





MAKE
YOUR
MARK

Gensler is in search of bright, dynamic and innovative designers; individuals who leverage their unique point of view to redefine what is possible through the power of design. We invite you to explore how you can make your mark at Gensler within the global network of team members, clients and communities in which we work.

WHAT'S INSIDE?



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handbook.

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MEET OUR TEAM

At Gensler, we are a constellation of many stars. Each of our team members represents the best talent within their discipline, bringing a unique design point of view to the table. We come from many backgrounds, perspectives and cultures. We all thrive on the results of an integrated approach to design, and we are committed to Gensler's vision of making great design work for our clients and communities around the globe.

You'll find interior designers, product designers, architects, graphic designers, web designers, urban designers, master planners, brand strategists, real estate consultants, and information management experts, among others. We are many voices that come together to provide excellence for our clients, and it is within this dialogue that you can make your mark.



GENSLER VOICES

Click the play buttons to open the links.



WE BELIEVE
Learn more about our values and culture here:
<http://bit.ly/1aYT9eQ>

WHO ARE YOU?
Gensler team members around the world answer the question, "Who are you?"
<http://bit.ly/13yiDu3>

THE INTERN EXPERIENCE
For interns, by interns. Get a quick glance into life at Gensler
<http://bit.ly/11x2t6N>

GENSLER TV
Want More? Visit Gensler's YouTube channel, GenslerTV
youtube.com/genslertv

CONSTELLATION OF STARS
Learn more about the platform of programs that helps our team members shine
<http://youtu.be/6rSxtQo3eTM>

INTEGRATED LEADERSHIP
Take a look at the leadership that drives the Constellation of Stars at Gensler
<http://youtu.be/AdTEHlfRABs>

OUR DESIGN APPROACH

INFORMED

Great design is based on deep and thoughtful research.

The Tower at PNC Plaza

Pittsburgh, USA

Rising 33 stories near the confluence of the Allegheny and Monongahela rivers, The Tower at PNC Plaza symbolizes PNC's commitment to the city. Plans for the tower embrace three broad strategies that guide decision-making and forge an integrated solution: responding to the climate, driving organizational productivity, and contributing to the Pittsburgh community.

To lessen the building's energy dependence, the design team integrated several passive strategies. They configured the tower to maximize southern exposure and trimmed the lease span to 35 feet. These two moves created the optimal geometry to bring daylight deep into the workspace, minimizing the need for electric lights.

PURPOSEFUL

Design works to sustain our communities, celebrate culture, and provide value to those we serve.

Ecole Nationale Jacobe Martin Henriquez

Jacmel, Haiti

With project funding from Honeywell, Operation USA enlisted Gensler to provide design services for the reconstruction of the Ecole Nationale Jacob Martin Henriquez, a school damaged by the 2010 earthquake.

Gensler proposed single-story buildings that could be constructed simply by local builders. To promote local redevelopment, all supplies, from construction materials to furniture, came from within the country.

Jacmel's school now serves more than 400 students in grades K-7 who otherwise cannot afford primary education. The rebuilt school not only provides children a safe place to learn during the country's reconstruction, it enables local engineers to learn how to build structures capable of withstanding future earthquakes and hurricanes.

INFORMED

Great design is based on deep and thoughtful research.

Gensler Los Angeles Office

Los Angeles, USA

Gensler LA is an eye-catcher, its transparent main façade revealing the kinetic activity inside. Conceived from the outset as a flexible, technology-rich innovation lab, the office keeps pace with its fast-moving teams. Floating conference rooms line the centerpiece— a skylit atrium and stair that define a vibrant social and visual hub. More than half the space is collaborative, with project, team, and conference rooms, impromptu work areas, and the Red Zone, the main communal space for the office.

The new office supports the present and future needs of a globally connected, tech-savvy design collective. And it dramatically displays Gensler's commitment to downtown LA as the showcase of the city's renowned creative sector, one of the engines of the California economy.

COLLABORATIVE

Dynamic results are produced by dynamic teams, bringing diverse points of view to every project.

The Avenues

Kuwait City, Kuwait

Given the scale and complexity of The Avenues, Gensler assembled a team of specialists from its offices around the world to tackle the project. Gensler's master planning group and landscape architects led the early design phases, assisted by a core group of urban designers, architects and retail experts. Working collaboratively, the team shaped the districts as though they were building a city.

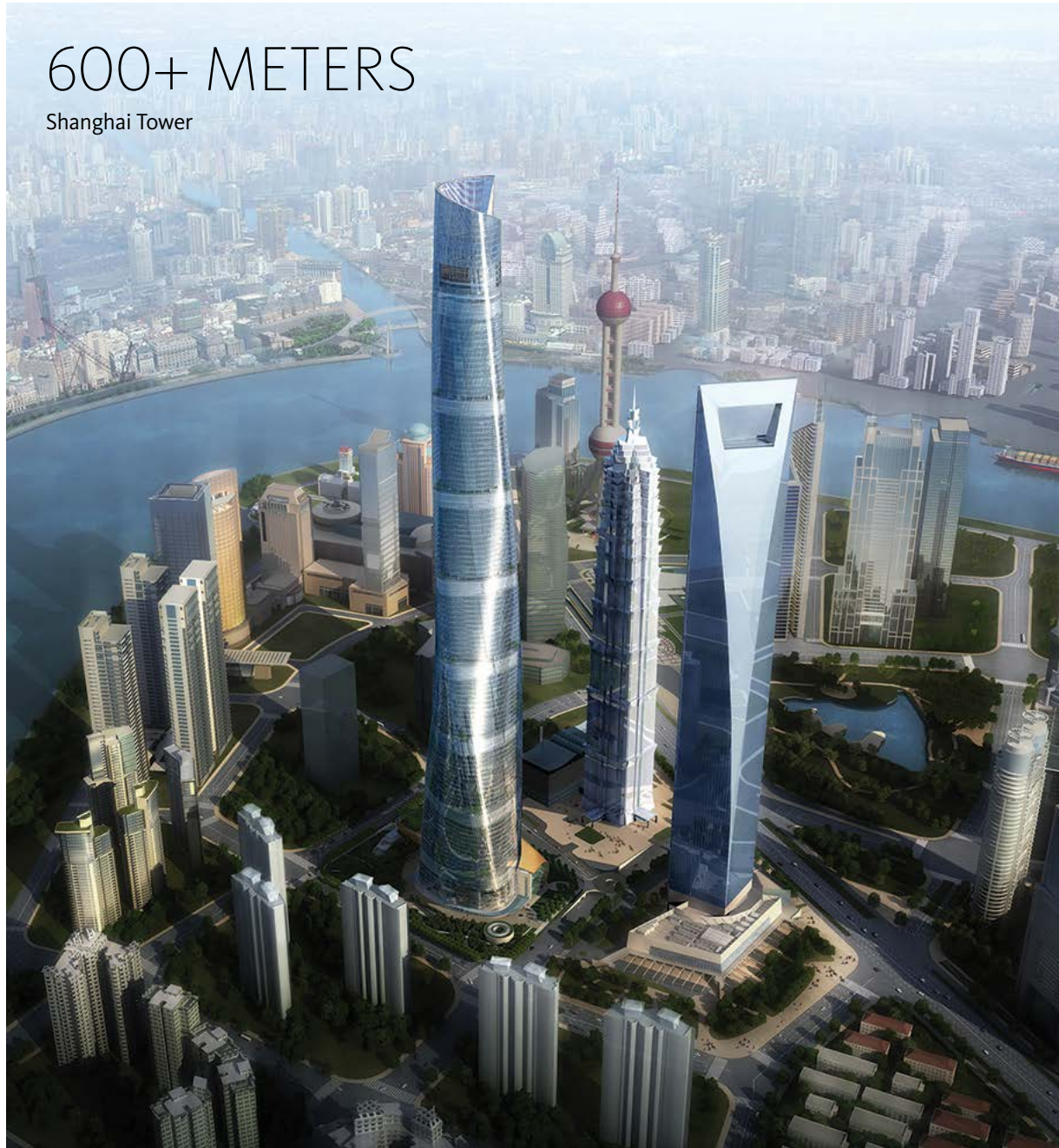
To simplify navigation through the expansive mall, Gensler brand designers and environmental designers unified each district with custom graphics and easy-to-understand wayfinding solutions. Like a city neighborhood, The Avenues features environmental markers and distinct graphic patterns that help shoppers find their way.



DESIGN AT EVERY SCALE

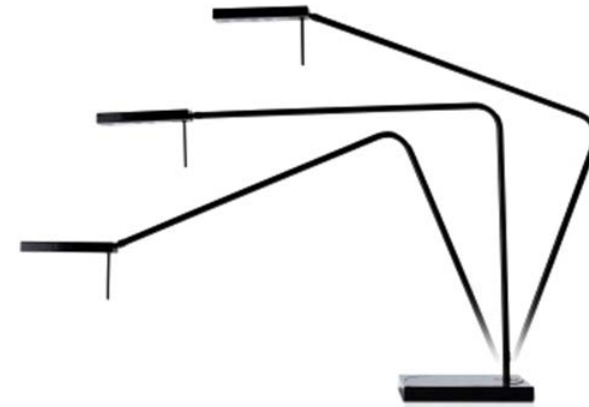
600+ METERS

Shanghai Tower



60 CENTIMETERS

Luxo Ninety Task Light



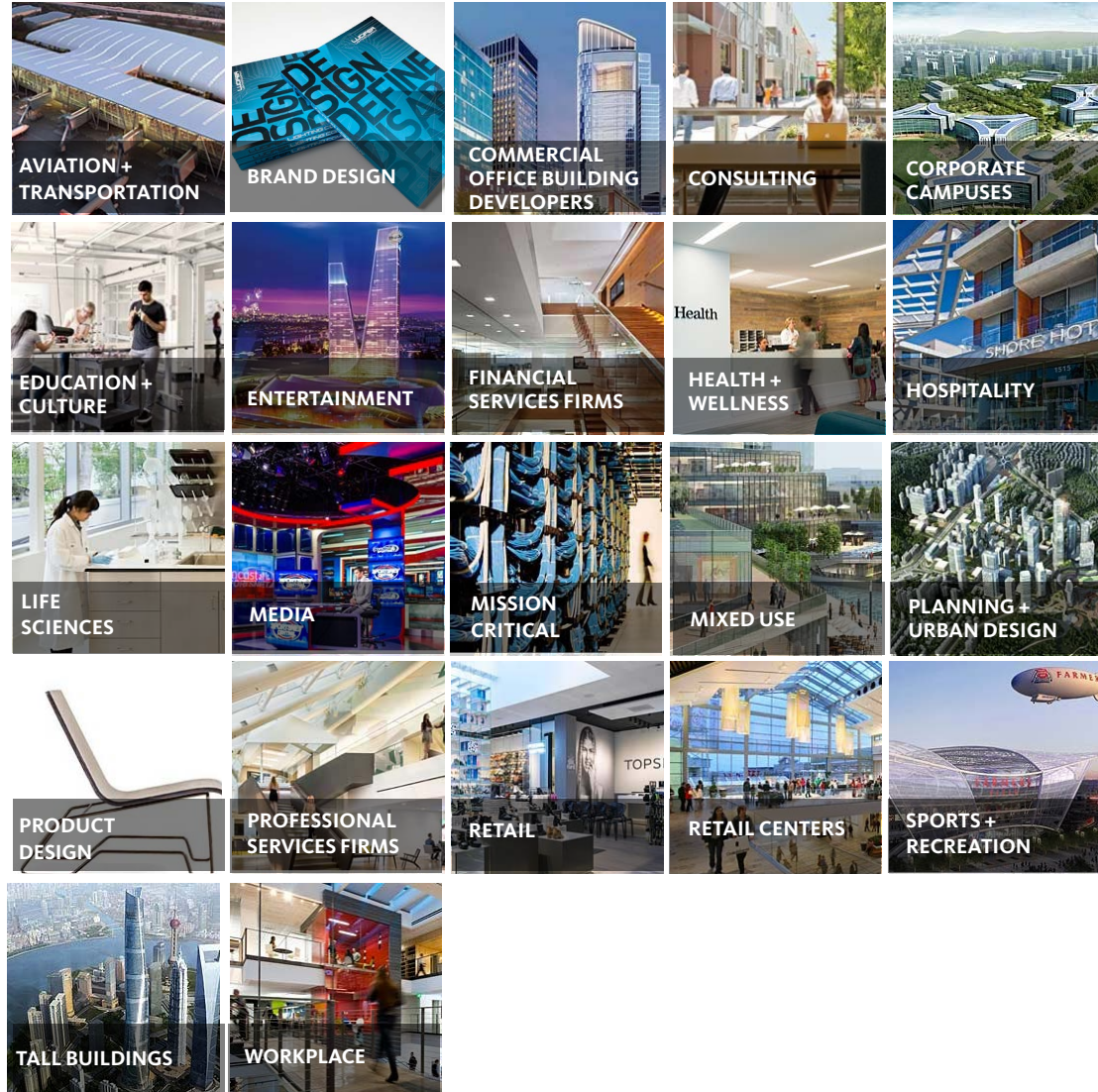
WE CREATE IMPACT AT A RANGE OF SCALES

From a wine bottle label to the tallest building in China, Gensler's work spans scales, communities, disciplines and decades. Our approach is about integrating the design disciplines, recognizing that real client solutions leverage design thinking and rigorous research to redefine what's possible at every scale.

YOU NAME IT, GENSLER'S GOT IT

PRACTICE AREAS

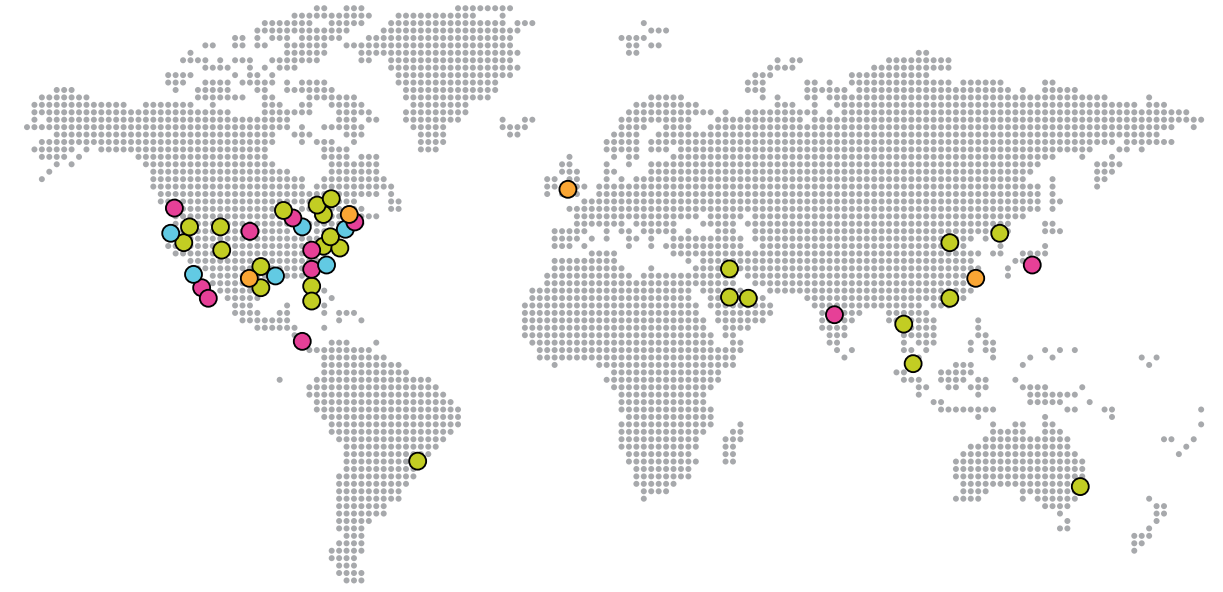
Whether you've pinpointed the exact type of project you enjoy, or if you want an opportunity to try a little of everything, Gensler's portfolio provides depth and diversity to match your passion and curiosity.



PLUG-IN AT ANY SCALE

LOCAL + GLOBAL

From 3 people to 300, you can find an office community and project opportunity that matches your personal learning and professional development goals. In fact, the range of opportunities at Gensler is infinite, allowing our team members to explore design ideas seamlessly, from local to global.

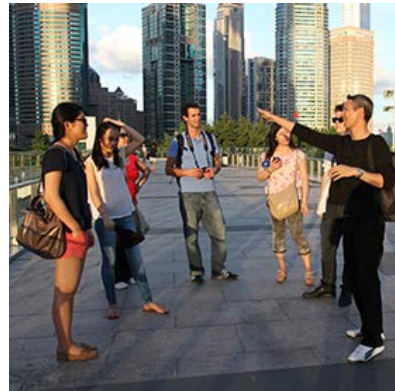


UNDER 50		50 - 100	100 - 200	200+
Abu Dhabi	Philadelphia			
Austin	Phoenix	Atlanta		
Bangkok	Pittsburgh	Baltimore		
Beijing	Raleigh	Bangalore		
Charlotte	San Jose	Denver		
Detroit	San Ramon	La Crosse		
Doha	São Paulo	Morristown		Chicago
Dubai	Seoul	Newport Beach		Houston
Hong Kong	Singapore	San Diego	Boston	Los Angeles
Las Vegas	Sydney	San José	Dallas	New York
Mexico City	Tampa	Seattle	London	San Francisco
Miami	Toronto	Tokyo	Shanghai	Washington, DC
Minneapolis				

EXPLORE THE INTERN EXPERIENCE

GENSLER'S INTERN NETWORK

Each year, Gensler's intern class represents the best emerging talent from over 45 schools across the world. Internships in each of our offices provide unique hands-on experience in real projects, working side by side with our design teams and clients. **In fact, Gensler has hosted over 2,000 internships,** developing a growing network of future designers.



Given Gensler's size, I never thought my internship would be so personalized. I was paired with a small, talented team of designers that made sure I was involved in every phase of the design process. I gained so much experience and made so many lasting connections!

San Francisco

I came to Gensler eager to learn and found that the firm was equally eager to teach! Gensler is full of mentors always willing to share knowledge.

Washington, DC

If my internship is any indication of what it's like to join the firm, then count me in. Being surrounded by so much talent, enthusiasm and drive is contagious.

Chicago

My greatest achievement from my internship was realizing that my opinions and ideas are valued.

Las Vegas

One of my goals at the beginning of the internship was to become more familiar with the construction side of design. Gensler exposed me to a lot of things I had not had learned before. I had the opportunity to spend a lot of time on submittals, shop drawings and construction site visits to see it all come to life. I feel much more prepared and confident about my abilities for licensure in the future.

Phoenix

I learned so many things that school cannot teach you. I realized that my work affects other people every day, and that design can have a wonderful effect on others.

Phoenix

My internship with Gensler allowed me to work directly on projects that were actually happening. I could see the progress from an idea, to paper, to reality.

San Francisco

“ THE COLLABORATIVE AND INTERNATIONAL OPPORTUNITIES AT GENSLER ARE UNPARALLELED IN SCOPE, CREATIVE RESOURCES AND EXPERTISE. ”

LAUNCH YOUR CAREER

BECOME GENSLER'S NEWEST MEMBER

You're ready for the next step after school, and you're looking for a challenge. You want to test your design ideas on a broader platform and watch them come to life for real clients and communities. You are looking to launch your career. Gensler is the place.



I chose Gensler because of the seemingly limitless opportunities. It was my intent to get involved in a multitude of project types and design phases early in my career.

My favorite part of working here is the “attitude.” At formal design reviews or even in passing conversations, there is a sense of creative urgency that you can feel. The office culture encourages experimentation and reinvention. This attitude, coupled with Gensler’s resources, creates a workspace conducive to the creation of some great ideas.

I have discovered that I am inspired by my colleagues as much as the architecture. There are very bright minds here that are willing to listen, challenge, and teach. I have heard architects who have been here for 20+ years say that every day feels like they only just started.

Los Angeles

My favorite part of working here is the feeling of belonging to something big, powerful and influential. I love having knowledgeable colleagues within reach. I’ve learned how important team work is and how interpersonal skills are just as important as design and technical skills.

Seattle

“
MY FAVORITE PART
OF WORKING HERE
IS THE “ATTITUDE.”
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REVIEWS OR
EVEN IN PASSING
CONVERSATIONS,
THERE IS A SENSE OF
CREATIVE URGENCY
THAT YOU CAN FEEL.
”

During my student years it was a dream of mine to intern for a Top 3 Architecture firm. Gensler was, of course, at the very top of my list. I couldn’t believe it when I was chosen to be a part of Gensler’s intern class. After several months of weighing post-graduation options, I knew that I wanted to make a permanent return to Gensler.

The projects and people at Gensler stimulate and motivate me to be a better designer every single day. I enjoy the culture of the firm. You hear people talk all the time about how unique Gensler is in that sense. I’m challenged on a daily basis to learn and grow. Learning can be very uncomfortable, but there are always people who are guiding me and mentoring me. I think that’s one of the things that makes Gensler so special. None of my friends from school work for architecture firms with that kind of atmosphere.

San Francisco

BEYOND THE DESIGN STUDIO



SOME OF OUR MOST IMPORTANT WORK HAPPENS OUTSIDE THE OFFICE

As a leading corporate citizen, Gensler team members extend the pursuit of their passions beyond the studio, enriching their own perspectives and using their design skills to help others in need.

Above: Gensler Habitat for Humanity team helping build a home for a local family

Delivering Community Impact

Even beyond our work, Gensler is committed to creating positive change within communities. A powerful sense of civic responsibility—rooted in the values of our staff and strongly supported by the Gensler culture—finds many outlets for giving back to the cities and regions where we live and work. We've developed products with local university students for solar powered homes, designed masterplans for community neighborhoods and rebuilt schools and homes in communities recovering from natural disasters.

Right: Kids playing at Gensler-designed Ecole Nationale JM Henriquez in Haiti



Exploring the Next Big Idea

Learning impacts everything we do, including our ability to deliver cutting-edge innovation to our clients. At Gensler, “learning” and “doing” are intertwined. It is a hallmark of professional excellence. In fact, Gensler offers 3,500+ internal learning programs for its team members across the firm each year.

Right: Interns exploring a Gensler project site before its opening



Giving Back With Passion

Gensler has donated over \$1 million US dollars to community causes through efforts led by Gensler staff with company support. Additionally, our firm has awarded almost \$150,000 in academic scholarships to students and graduates.

Right: Gensler team celebrating their winning design at a charity fashion show



WORK-HARD, REWARD-HARD



15 of the most profitable US companies are Gensler clients



33 of the top 50 US Fortune 500 companies are Gensler clients



99 countries around the world are home to Gensler clients

2,145
current Gensler clients
around the globe



GENSLER IS A WORK-HARD, REWARD-HARD CULTURE

Talented teams drive Gensler forward through ideas, connecting and celebrating accomplishments across our firm. Gensler's approach to compensation and benefits echoes this commitment to collaboration and shared success.

Great People

In addition to our work, Gensler leads the industry with its commitment to great talent. Here are a few awards that celebrate our focus on building the industry's most talented design teams:

2012
Building Design + Construction Magazine
2012 Best AEC Firm to Work For

Training Magazine
125 Top Training Firm

2010–2013
American Institute of Architects
IDP Outstanding Firm Award

Great Benefits

- Gensler is 100% owned by employees through an employee stock ownership plan (ESOP)
- Profits are distributed through an annual profit-sharing plan
- Paid overtime
- Twice-annual bonus opportunities
- Retirement plan
- Medical, dental and vision insurance
- Licensure and professional development reimbursement
- Certain eligible tuition program reimbursements
- Pre-tax plans for healthcare saving
- Transit/parking programs
- Basic life and AD&D insurance
- Work/life balance and wellness programs

**Candidates should verify their eligibility for benefits based on office location and employment details.*

Great Work

Each year our teams and projects receive numerous awards for leading the industry.

Here are just some of the ways Gensler stood out in the industry this year:



2013
World Architecture
#2 in Overall Ranking
#1 in Interior Design
#2 in Architecture
#1 in Central Asia, Central & Eastern Europe, North America
#1 in Hospitality, Offices, Heritage, Retail and Sports
Top 5 Most Admired Practices

Interior Design | Top 100 Giants
#1 Firm
1 in Office, Retail, Government, Transportation and Cultural

2012
Architectural Record Top 250 Architecture Firms
#1 Firm

ENR Top 500 Design Firms
#1 Architecture-only Firm
#2 Top Green Design Firms

Building Design + Construction
#1 Most Green Accredited Staff

Q: Will I be stuck doing one type of work or picking up red lines?

A: No. The range of opportunities at Gensler and its learning culture encourages early-career talent to explore multiple project types. Team members are often staffed across multiple projects to provide diversity of experience and exposure. Participation in design teams is hands-on and will range from sketching out design ideas to preparing construction documents and working directly with clients.

Q: With a firm so big, will anyone take the time to help me learn?

A: Teaching and mentoring are an essential component of how we work. Consistently, the feedback from our interns and early-career hires indicates that finding and sharing expertise with mentors is a strength of the Gensler experience. While the network of the firm may be large in size, the relationships you build one-on-one with your project teams will foster enriching, rigorous and very personalized learning opportunities.

Q: When applying for a job, can I apply to all Gensler offices?

A: While flexibility is helpful, having a compelling reason to join a particular location will set you above other applicants. We recommend that you thoughtfully propose two or three Gensler locations that are of greatest interest to your professional goals, and tell us why you've chosen these offices.

Q: What software should I know?

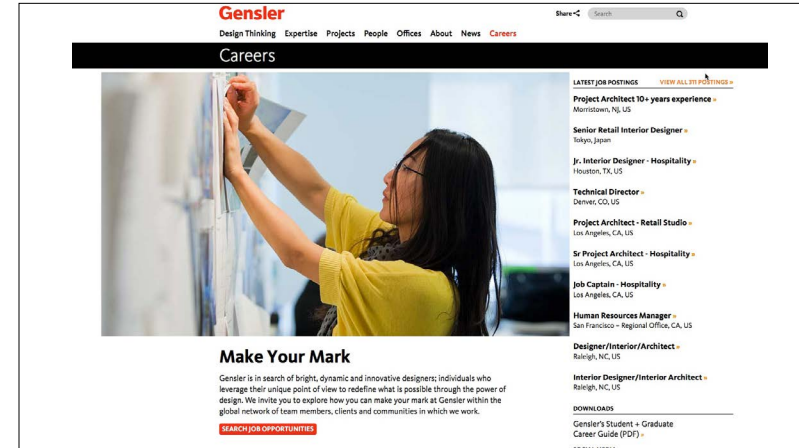
A: Gensler believes in an integrated design and delivery process. Developing a familiarity with Revit will help you jump in with our design teams across the firm. While a greater level of Revit experience will allow you to accomplish design tasks more quickly, you do not need to be a power-user immediately. And, Gensler offers regular classes to fine-tune your skills or learn new aspects of common software programs.

Q: I'm interested in sustainability. How does this impact my potential future with Gensler?

A: Sustainability informs our design approach and is deeply embedded within every Gensler project. We are proud to bring leading minds in sustainable research to the design table. As part of our commitment to sustainability, Gensler encourages its team members to gain their LEED AP+ credential as early as possible. Securing this credential prior to applying to Gensler helps you stand out.

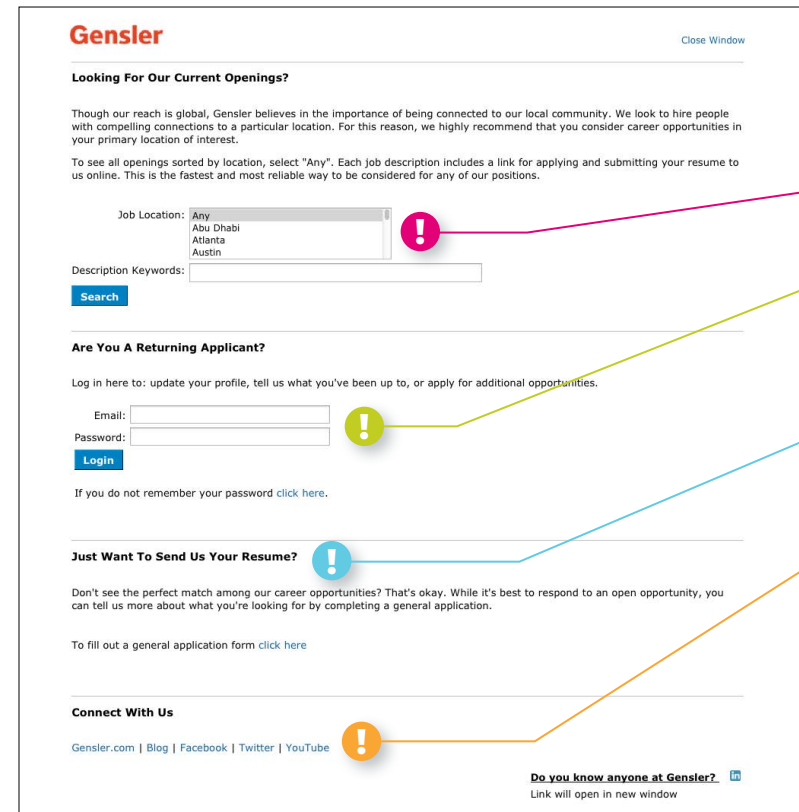
Q: What should I consider when preparing for an interview or submitting a portfolio?

A: Be yourself! We want to get to know **you**. Tell us about your unique perspective, your design point of view, or your particular background. Help us understand how your voice enriches the dialogue at Gensler, and why you think our firm is the best fit for you.



GENSLER. COM/ CAREERS

Gensler's career website is your first stop for joining our team. In addition to browsing the content on this page, the **"Search Job Opportunities"** link will allow you to search openings in all of our offices and submit materials for consideration.



Browse openings by office location or description keywords.

If you've already established a profile, you can login to update, tell us what you've been up to, or apply for additional opportunities.

If you don't see the perfect match, you also can fill out a general application form.

You'll also find other ways to connect with us through our blog, Facebook, Twitter and YouTube.

WANT MORE?

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