



Collaborate

Learn

Get Involved

Socialize

Mentor



Our **Collaborative Office Environment** provides a comfortable space with open workstations and an open break area. HDG was even featured as one of Pittsburgh's Coolest Offices in 2018 by the Pittsburgh Business Times!

Our **Convenient Location** provides access to I-376 and I-79 and is just 8 miles from Downtown Pittsburgh.

HDG places an **Emphasis on Professional Development and Mentorship** through our continued relationships with our diverse clientele, enabling our employees to grow by learning about different project types while still maintaining their individual design solutions.

We are organized in a servant model of leadership, placing the principals of the firm at the bottom of an inverted pyramid, supporting and nurturing the efforts of the rest of the team. Design professionals at HDG are paired with members of our leadership in our **Mentoring for Success Program** upon joining our team. We have been recognized each year as one of the **AIA PA Firms Fostering Emerging Professionals** (2016 - 2019). Additionally, we have an **HDG Women in Design** group that meets monthly to discuss the profession from a female perspective.



Our social committee holds a number of internal and external **Social Opportunities and Group Outings** throughout the year. Some are just for employees, while others are extended to include family and spouses or significant others.

Additionally, HDG emphasizes the importance of involvement in the **Community and Philanthropic Efforts**. Each year, our firm supports local non-profits through community involvement, participating in our "Adopt-A-Landmark" program, matching of employee charitable donations, company sponsorship of employee causes, and holding an annual holiday gift drive.

WHY WORK FOR HAYES DESIGN GROUP ARCHITECTS?

CULTURE

- Mentorship and Professional Development
- Collaborative Environment
- Flexible Work Hours
- Diverse Projects with Flexible Project Teams
- Encouragement of Work/Life Balance and Healthy Lifestyle
 - Walking at Lunch, Company 5K
- Support in earning CEUs/Continuing Education
 - Lunch and Learns, Professional Development Lunch Series
- Yearly Strategic Planning Retreat for Entire Company
- Opportunity to Meet Clients at the Annual Client Appreciation Luncheon



BENEFITS

- Maternity / Paternity Leave
- Life Insurance Policy
- Family Medical Leave
- Short Term / Long Term Disability
- Paid Time Off Based on Tenure
- Simple IRA / 401K
- Membership in Professional Organizations (such as AIA)
- Reimbursement for Costs Associated with Architectural Registration / Passing Registration Exams
- Access to Firm Study Materials and Resources for Exam Prep

SOCIAL OPPORTUNITIES

- Monthly Social Opportunities throughout the Year
 - Pirates Game, Annual Picnic, August Cook-Out, Fall Fun Day, Christmas Dinner, Escape Room, Project Site Visits
- In-House Activities
 - Taco Tuesdays, Waffle Wednesdays, French Toast Fridays, March Madness and other Happy Hours, Chili Cook-off, Pi Day, and more!
- Volunteer Opportunities
 - Adopt-A-Landmark
 - Christmas Gift Drive

