

**MACKEY MITCHELL**  
ARCHITECTS

**Careers**



# Collaboration is *Key*

At Mackey Mitchell Architects, we believe in the strength of a diverse and passionate team. Every person in our firm brings a unique perspective that enriches our culture and our work.

Mackey Mitchell Architects is proud to have received the St. Louis Business Journal's "Best Places to Work" award as well as Zweig White's "Top 10 Firm," Architect magazine's "Top 100 Firm," and Architectural Record's "Top 300 Firm" awards.

We are passionate about maintaining a working environment of mutual respect where every individual is valued and has the opportunity to reach their fullest potential.

From living spaces to learning spaces and dining spaces to play spaces, Mackey Mitchell is dedicated to creating environments that Shelter, Shape, and Inspire. Our Employee Benefits are modeled around the same three ideals.







## Shelter

*Building your life.*

At Mackey Mitchell we are committed to providing you with the salary, benefits and support you need to live the life you desire.

We strive to create a culture where our people come first. Our generous personal time off, additional time for sick leave and holidays, and opportunities for flexible schedules allow our most valuable asset, our people, to find the work-life balance needed to be their most productive.

We support not only individual employees but their families by contributing to our health insurance policies, as well as offering dental, vision, long-term care, life, and disability insurance.

Creating a family friendly environment is at the bedrock of our culture. Maternal, paternal and adoptive parents are offered five additional days of PTO to welcome their new addition, and primary caregivers are allowed up to three months of leave.



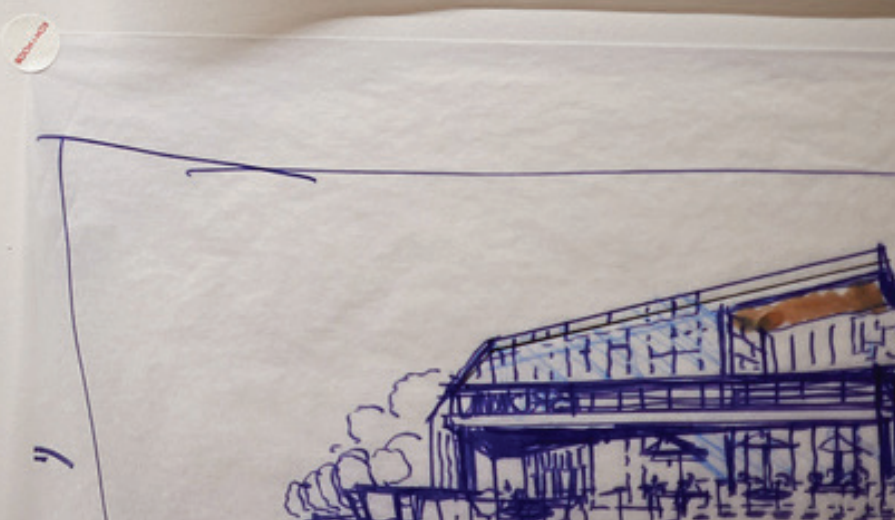
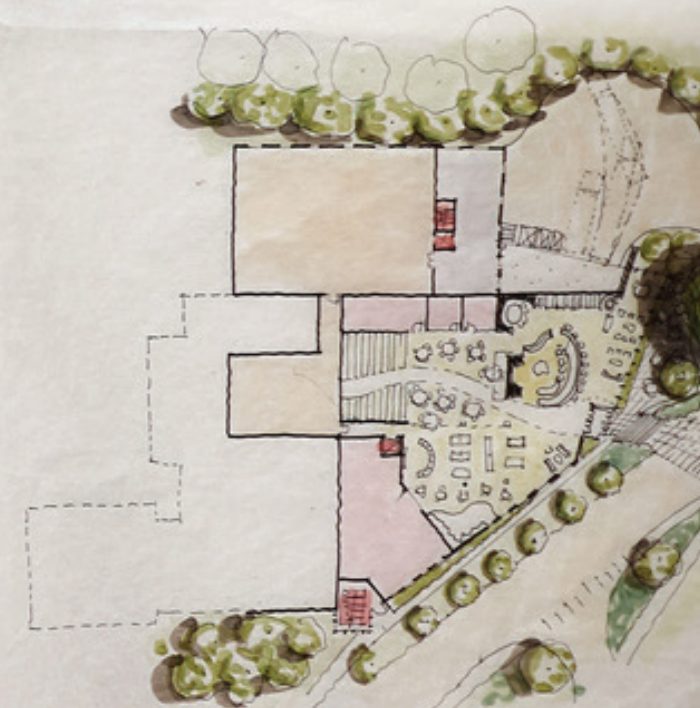
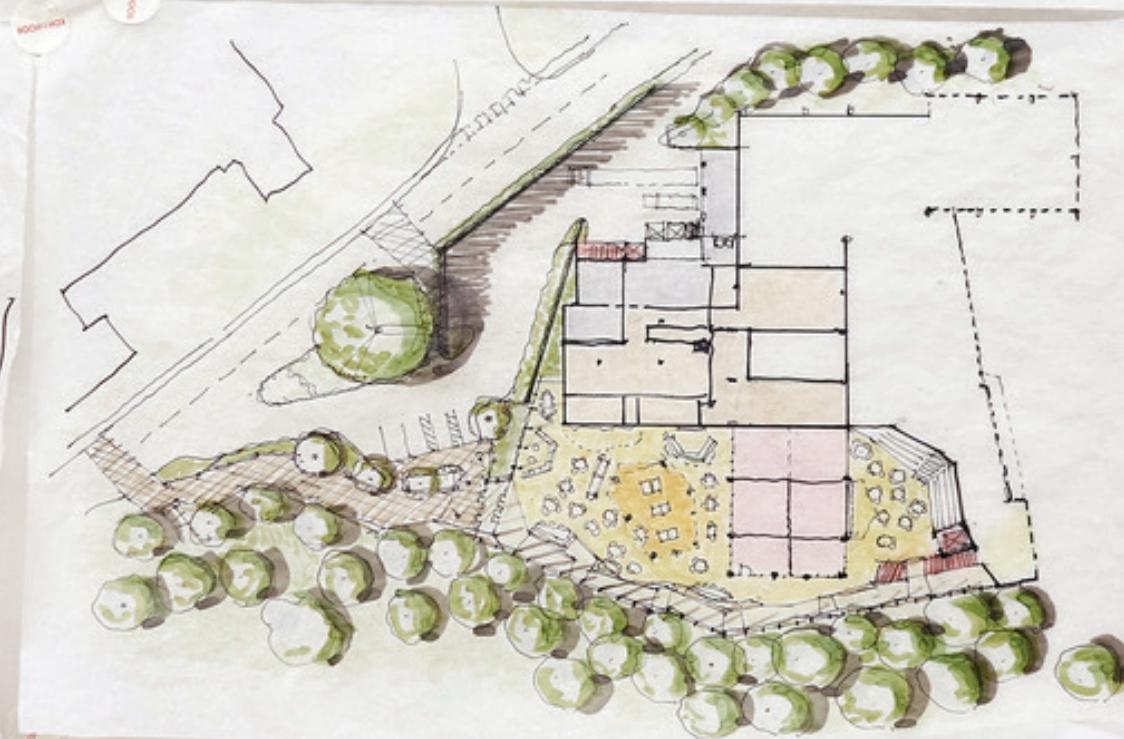
# Shape

*Building your career.*

The rich history of MMA has proven that everyone benefits from the concrete outcomes of our combined efforts. We work diligently to help you discover and achieve the evidence and legacy of your career.

Professional licensure for architects is encouraged and supported. We offer mentoring and guidance through IDP, ARE study materials, reimbursement for exams, paying professional dues, and in-house education that includes product education, TED talks, and USGBC-approved courses, as well as employee-led MMA EDU sessions.

Preparing for retirement is an important consideration in your professional career and our people are fully vested in our retirement plan from day one. Our traditional 401(k) and Roth 401(k) include quarterly one-on-one meetings with financial advisors to ensure that your investment strategies will lead to the retirement outcomes you desire.







## Inspire

*Reaching your potential.*

At MMA, it's not enough to discover and master skills or capitalize on your individual strengths. The key is that you are using these strengths in a way that you find rewarding.

The most intriguing design problem facing an architect may be "designing your own career." Our practice is reliant on four equal quadrants and our people are encouraged to align their professional goals through the lens of those four quadrants: Craft, Marketing, People, and Financial. Through each individual's talents, passions, and interests, we work together to help you answer the question, "How can I contribute to the success of the firm?"

We offer multiple opportunities to grow professionally as well as to grow in fellowship with each other and personal wellness. Our wellness initiatives offer reimbursement for fitness, wellness programs, and social team-building events.



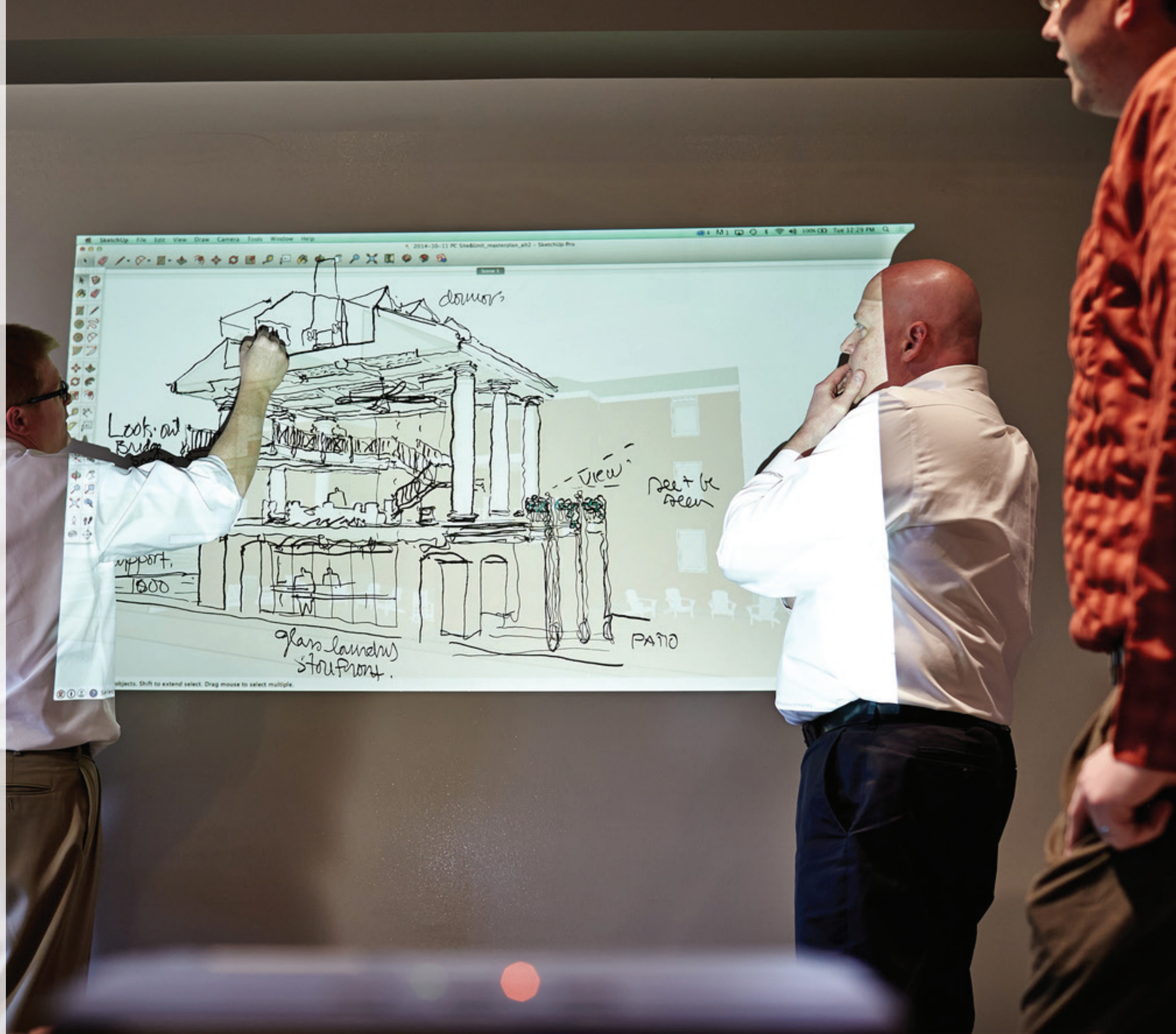
# The value of collaboration...

Mackey Mitchell is committed to fostering, cultivating, and preserving a culture of diversity and inclusion.

Mackey Mitchell is an equal opportunity employer. We prohibit discrimination or harassment of any type and afford equal employment opportunities to employees and applicants without regard to race, color, religion, sex, national origin, age, disability, or genetic information.

We are long-time supporters of the Alberti program at Washington University in St. Louis and the CCDI, both programs that introduce young, under-served youth to careers in the design and construction industry. The firm maintains above 30% professional women and we work with The National Organization of Minority Architects to ensure that when opportunities arise within the firm, we are presented with a diverse selection of qualified candidates.

The collective sum of the individual differences, life experiences, knowledge, inventiveness, innovation, self-expression, unique capabilities, and talent that our employees invest in their work represents a significant part of not only our culture, but our reputation and our company's long history of achievement.





# Interested?

We are always on the lookout for talented and driven individuals to join our team. If we've piqued your interest here's how you can reach us:

## **MISSOURI**

900 Spruce Street  
Suite 500  
St. Louis, MO 63102  
(314) 421-1815

## **NORTH CAROLINA**

71 Broadway Street  
Suite 201  
Asheville, NC 28801  
(828) 633-0028

## **KANSAS**

123 W. 8th Street  
Suite 208  
Lawrence, KS 66044  
(785) 408-7412

## **TEXAS**

1412 Main Street  
Suite 340  
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