



Landscape Architects / Designers (All Levels of Experience)

Join Our Sustainable Design Team at Ethos Collaborative!

Ethos is seeking creative, collaborative, and solutions-focused landscape architects and designers. As part of the Ethos Design Team, you will have an opportunity to work with talented and dedicated colleagues and partners on meaningful, sustainability-focused design and urban planning projects. More than ever, individuals, businesses, non-profits, and government agencies need creative, innovative, and resilient design solutions to meet the growing challenges of water, energy, climate and community. Our current and recent project portfolio includes high performance, zero net energy and zero net water site design; small- and large-scale urban green infrastructure; watershed and ecological planning and restoration; community-driven planning and design initiatives; and development of advanced infrastructure and geospatial solutions for environmental monitoring, visualization and asset management purposes.

Locations (Hybrid / Remote Work Options Available):

- Pittsburgh, PA
- Philadelphia, PA
- Experienced candidates from other medium to large cities across the US will also be considered, as these represent potential opportunity for expansion.

Responsibilities:

- **Innovative Landscape Design:** Manage, lead, and support landscape design projects, including parks, green infrastructure, streetscapes, and outdoor spaces, from concept through completion.
- **Urban Design Integration:** Oversee landscape components of urban design and architecture projects, ensuring cohesive and sustainable outcomes.
- **Ecological and Urban Analysis:** Perform GIS and urban analyses for landscape, urban design, and planning projects, incorporating computational workflows and ecological considerations.
- **Project Leadership (For mid- to senior-level positions):** Lead landscape planning projects, including urban design efforts, with attention to detail and alignment with client and community goals.
- **Collaboration and Stakeholder Engagement:** Work closely with multidisciplinary teams including ecologists, civil engineers, architects, and community stakeholders to create integrated, impactful design solutions.

Qualifications:

- Bachelor's or Master's degree in Landscape Architecture or a related field. Entry-level to mid-level applicants may demonstrate previous landscape design, CADD, or graphic design experience, even if a degree was not obtained.
- Professional Landscape Architect (PLA) license or the ability to obtain one within a reasonable timeframe is preferred. This is flexible for entry- and mid-level applicants, as are the degree requirements.
- Work samples or portfolio samples are encouraged to be submitted, along with resumes.

Related Skills:

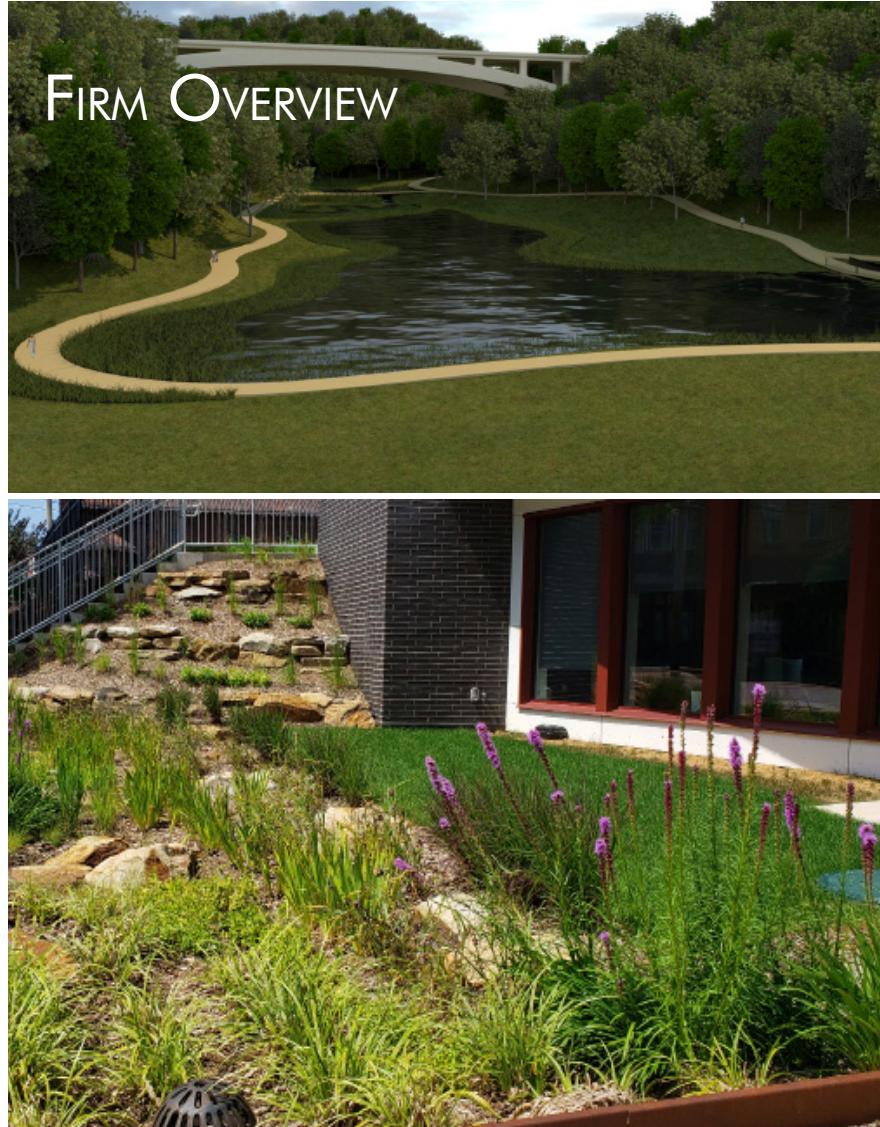
- Strong technical skills in plan production and landscape architecture software, including AutoCAD, Adobe graphical design software (Photoshop, Illustrator, InDesign, Premier, etc.), Rhino / Grasshopper, Sketchup, and similar. Experience with geospatial analysis and GIS tools (e.g., ArcGIS, QGIS, geospatial scripting) is also a significant advantage.
- Experience with sustainable design practices, green infrastructure, and urban planning is highly desirable. Strong working knowledge of planting, stormwater, and sustainable practices.
- Proven experience in managing and delivering landscape architecture projects, particularly in urban environments (required for mid- to senior-level positions).
- Excellent communication and collaboration skills, with a track record of working effectively in a multidisciplinary team environment.
- A passion for sustainability and a commitment to creating resilient, beautiful, and functional landscapes.

How to Apply:

If you are excited about this opportunity and meet the qualifications, we would love to hear from you! Please submit your resume and a cover letter to damonweiss@ethoscollaborative.com. In your cover letter, tell us about your passions and goals, and how you can contribute to Ethos Collaborative's mission.

Ethos Collaborative is an equal opportunity employer. We celebrate diversity and are committed to creating an inclusive environment for all employees.

FIRM OVERVIEW



ETHOS COLLABORATIVE PROVIDES CIVIL ENGINEERING DESIGN AND CONSULTING SERVICES TO ADDRESS A WIDE RANGE OF GREEN INFRASTRUCTURE, WATER RESOURCES, AND SOCIAL NEEDS WITHIN THE URBAN ENVIRONMENT. WE STRIVE TO DIFFERENTIATE OURSELVES FROM TRADITIONAL ENGINEERING FIRMS BY STAYING FOCUSED ON THE SOCIAL, ENVIRONMENTAL, AND ECONOMIC ASPECTS OF DESIGN, THE TRIPLE BOTTOM LINE OF SUSTAINABILITY.



RESULTS DRIVEN

We consistently deliver civil engineering design services to effectively and economically address the unique infrastructure challenges of working within the urban environment. Our highly qualified team of engineers, scientists, and landscape architects takes pride in our extensive portfolio of civil, ecological and community-based design projects.

SUSTAINABILITY FOCUSED

Dedicated to realizing regenerative and resilient communities through collaborative planning, engineering, and analysis.

LOCALLY ROOTED

Ethos has intimate knowledge of Pittsburgh, our environment, infrastructure, policies, challenges and opportunities. We have built a strong network of partners, clients, agency decision-makers, and community collaborators to help support our local presence.

EFFECTIVE COMMUNICATORS

Ethos Collaborative continues to develop a rich history of professional work with for-profit and non-profit partners, philanthropic organizations, local, state and federal government agencies, utility owners, and municipal authorities throughout the region. As a result, our team members have a strong understanding and knowledge of design standards, specifications, furnishings, maintenance, and permitting processes to help facilitate the design and implementation process.

CREATIVE COLLABORATORS BY NATURE

We actively seek to enact creative and economically sound solutions – both at the policy and design level - to challenging infrastructure problems. We look for opportunities to align our project work with planned infrastructure improvements to create cost sharing opportunities and synergies across agencies, and seek always to influence and align public policy with design considerations. We strive to be transformative in our design process, rather than simply transactional.

ethos
collaborative
water-energy-climate-community

RESILIENT SITE DESIGN AND LANDSCAPE ARCHITECTURAL SERVICES

Ethos Collaborative is a full-service civil engineering, site design, and landscape architecture firm, with a particular niche in sustainability, resilience, ecological and community sensitive design practices. We tend to gravitate towards projects with substantial environmental / ecological benefits and aspirational performance targets, but also enjoy projects that have a high level of community impact and engagement. Such projects not only challenge us to raise the bar with respect to creative thinking, they also require us to integrate intensive engineering knowledge with thoughtful graphical design, engaging visual communications, and meaningful dialogue. For Ethos, this balance of technical expertise, aesthetics, and engagement is critical to the success of our work and to the interests of our clients and partners.

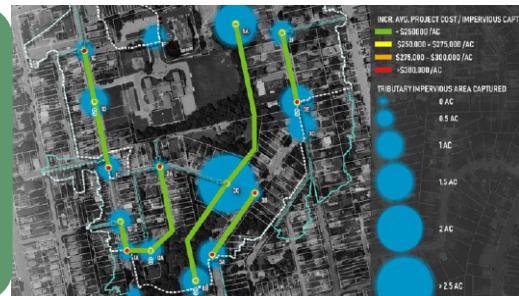
RESILIENT SITE & PUBLIC SPACE DESIGN

- Commercial, Residential and Institutional Sites
- Public Spaces, Parks, Trails, and Greenways
- Streetscapes and Right-of-Way Improvements
- Net Zero Energy and Net Zero Water Design
- Green Infrastructure, Natural Systems and Habitat Restoration
- Permaculture and Urban Agriculture Design



URBAN DESIGN & MASTER PLANNING

- Campus & Institutional Planning
- Municipal Strategic & Land Use Planning
- Stormwater, Flood and Water Resources Master Planning
- Conservation Planning and Policy Development
- Development of Design Standards & Protocols



3D MODELING, VISUALIZATION & RENDERINGS

- High-End Architectural Renderings, using 3D Gaming Engines
- Graphic Reports, Presentations, and Displays
- Realistic Photosimulations
- Parametric 3D Design & Custom Fabrication
- Interactive Virtual Reality & Walk-Throughs



STAKEHOLDER & COMMUNITY ENGAGEMENT

- Design Charrettes & Creative Visioning
- Community / Public Meetings & Presentations of Concepts
- Stakeholder Engagement & Consensus Building
- Technical Workshops, Lectures, & Training
- Thought Leadership & Committee-Based Actions
- STEM Education & Project-Based Youth Engagement



WATERSHED, DRAINAGE, AND GREEN INFRASTRUCTURE DESIGN SERVICES

With our roots in Pittsburgh, defined by three large rivers and thousands of smaller tributary streams traversing the region as a whole, Ethos has a profound connection to water. These streams and rivers impact our lives, economy, health and well-being in ways both subtle and profound, by facilitating commerce, enabling industry, and giving us water to drink. Simultaneously, management of these water resources presents us with significant engineering challenges - both short and long-term - with respect to managing wet weather sewer overflows, mitigating flood risks, improving water quality and natural habitat, and providing adequate infrastructure to residents. Ethos has a particular expertise in these domains, and provides the following consulting services.

GREEN INFRASTRUCTURE AND SITE DESIGN

- Green infrastructure Design, including rain gardens, porous pavement, green roofs, stormwater planters, infiltration beds, smart valves
- Green infrastructure Urban Retrofits
- Low impact and Sustainable Site Design and Land Development
- Site Feasibility Studies and Grant Writing



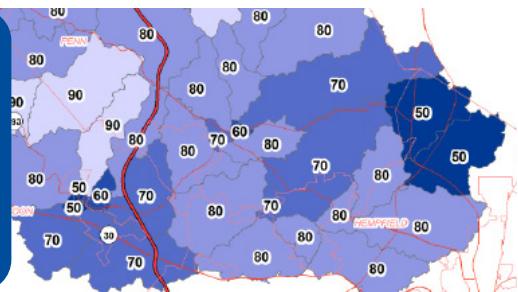
STREAM AND HABITAT RESTORATION

- Stream and Floodplain Restoration
- Bioengineering for Streambank Erosion Control
- Wetland Restoration and Replacement
- Land and Habitat Conservation Planning & Policy Development
- Small- and Large-Scale Urban Greening



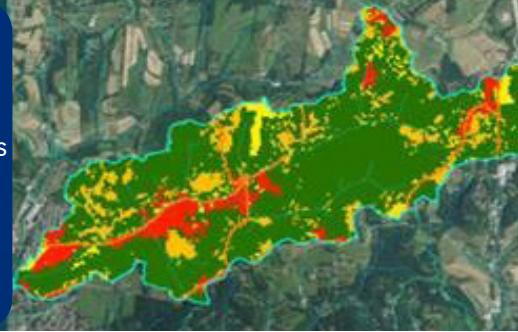
STORMWATER MASTER PLANNING AND POLICY

- Municipal Stormwater Planning (Act 167)
- Campus and Facility Stormwater Master Planning
- Stormwater Management Review, New Development
- Stormwater Ordinances and Policy Development
- Funding Studies/Loan & Grant Applications



WATERSHED MANAGEMENT

- Watershed Assessments, Sampling and Monitoring: Hydrology, Land Use and Stream Hydraulics
- Identification and Mapping of Point & Non-Point Pollution Sources
- Water Quality Analysis of Sediment & Nutrient Loading
- Management of Impaired Waters under Total Maximum Daily Load (TMDL) restrictions
- Engineering Support for Watershed Associations

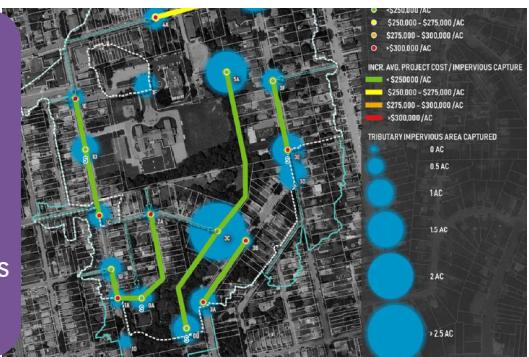


GIS Systems Support Services

In addition to conventional geospatial services - mapping, digital asset management, and geoanalytics - Ethos has a particular expertise in the field of Advanced Infrastructure Systems Management - above and beyond that of conventional engineering firms. Advanced Infrastructure System Management merges geospatial and traditional databases with emerging technologies such as real-time sensors, machine learning, artificial intelligence, immersive 3D modeling, and graphical visualization to create a new brand of infrastructure management. Pittsburgh has a growing need for these types of smart tools and processes, which can be used to inform both legacy renewal efforts and new projects and programs.

GIS MAPPING AND GEOSPATIAL ANALYTICS

- Water and Sewer Infrastructure Data Management
- Land Cover and Pollutant Loading Analyses for MS4 Compliance
- Watershed Delination and Assessment
- Aggregation of Geospatial and Non-Geospatial Data Sources
- Water Usage Demand Allocation
- Asset Management and Maintenance Planning



DECISION SUPPORT & ADVANCED INFRASTRUCTURE MANAGEMENT

- Integration of Geospatial and Real Time Sensing System (IoT)
- Artificial Intelligence Based Model Optimization
- Integration with Hydrologic and Hydraulic (H&H) Models
- Deterioration Modeling and Prediction
- Development of Process and Workflow Automation Tools
- Planning & Implementation of Real-Time Control Systems
- Energy-Water Nexus & Climate Resilience Planning



GEOSPATIAL SOFTWARE & DATABASE DEVELOPMENT

- Web-Based Mapping Applications
- Crowd-Sourced Data Collection Systems for Mobile Devices
- Cloud-Based Custom APIs and Geoprocessing Tools
- Strong Connections & Ongoing Partnership with Local Universities



Project & Program Management Services

Having worked with various government agencies and municipal authorities over the years, Ethos has developed a good sense of large organization needs, challenges, and opportunities. Moreover, we have worked hard to develop a healthy rapport, trust and confidence with the City of Pittsburgh staff and leadership from the various departments that we have worked with over this time. Given these, we feel we could serve the City well in the role of Project & Program Management. Overall, we pride ourselves as systems thinkers, policy wonks, and influencers, always focused on the transformational aspects of business, rather than just the transactional.

DEVELOPMENT OF PROCESSES AND POLICIES

- Provide Thought Leadership on a Wide Range of City Interests
- Recommend Systems and Workflows to Improve Internal Efficiencies
- Review and Modernization of Existing City Processes and Policies
- Facilitate Stronger Cost Sharing Partnerships Between the City and utility partners such as PWSA



Right of Way
Procedures Manual

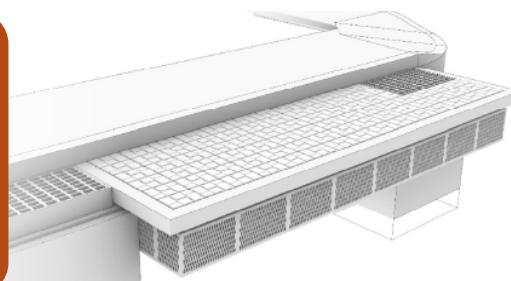
CAPITAL PLANNING, PROJECT MANAGEMENT & CONTROLS

- Inform Capital Improvement Planning & Prioritization
- Leverage Historic Bid Data to Improve Project Budgeting and Estimates
- Provide Project Oversight and Management
- Quality Assurance and Quality Control (QA/QC)
- Risk Management and Scheduling
- Value Engineering Support



STANDARDIZATION OF DESIGN & CONSTRUCTION DETAILS

- Review and Modernization of Existing City of Pittsburgh Standards
- Development of New Green Infrastructure Details and Specs.
- Improve Alignment Between City and Utility Construction Practices
- Facilitate Cooperation Between City of Pittsburgh and Utility Partners



TECHNICAL STAFF DEVELOPMENT, TRAINING, & ENGAGEMENT

- Engineering Design, Review, and Policy Training
- Government and Regulatory Engagement and Consensus Building
- Staff Training to Implement New Internal City of Pittsburgh Programs
- Roll-out of New External Programs and Policies
- Community Engagement and Public Presentations



CONSTRUCTION ADMINISTRATION, MANAGEMENT & INSPECTION

Typically performed in concert with our resilient site, infrastructure, and landscape architecture design services, Ethos offers a wide range of construction administration, management and inspection services. Thoughtful and responsible management and oversight of the construction process is paramount to successful realizing of the design intent, regardless of project size, budget, location or other externalities. Realizing this, Ethos has worked hard to develop expertise in a variety of construction methodologies, as well as adopt best practices for construction management and inspection services. It should be the intent of every project, large or small, to be completed with quality workmanship, on schedule, and under budget.

BID SUPPORT & PRE-CONSTRUCTION SERVICES

- Review of Project Constructability and Feasibility
- Evaluation and Development of Alternatives
- Development and Maintenance of Project Schedule and Phases
- Project Procedures and Specifications
- Construction Management Information Systems
- Bid & Procurement Support Services



CONSTRUCTION MANAGEMENT & INSPECTION

- Management of Pre-Construction & Construction Meetings
- Shop Drawing Review and Requests-for-Information (RFIs)
- Site Inspections, Punch Lists, and Associated Documentation
- Client-Contractor Liason and Owner's Agent Services
- Development of Bid Conform and As-Built Documents



ESTIMATING AND COST CONTROL / MANAGEMENT

- Quantities and Independent Cost Estimating
- Value Engineering and Design During Construction Services
- Risk Management Assessment and Logistics
- Change Order Controls and Claims for Cost Management
- Quality Assurance and Controls (QA-QC)



CONSTRUCTION MONITORING & REMOTE SENSING

- Installation and Analysis of Temporary Construction Monitoring Equipment Related to Water and Air Quality
- Installation, Maintenance and Analysis of Permanent Sensors and Actuating Valves for Optimized Stormwater Management
- Field Camera Monitoring of Construction Site, with Time Lapse
- Drone Inspection and Earthwork Quantities for Payment

