

PERKINS — EASTMAN





who we are



At Perkins Eastman, we believe design is a process for people, by people. Working closely with clients and collaborators, we identify mutual goals, build trusting relationships, and discover solutions for any scale. Whether we're envisioning a branded workplace, a new state-of-the-art hospital or school, or a city-wide masterplan, we engage in an integrated design process, always keeping people at the heart of what we do.

As a global design firm spread across 24 interdisciplinary studios worldwide, we get to know the places where we design and the cultural and architectural contexts that make them special. We combine analysis with ingenuity, leveraging skills and technology to create practical, holistic environments.

Our practice is global, but our work is local—we create dynamic spaces where people can live, learn, work, play, and heal. Staying mindful of environmental, technological, economic, and social shifts, we strive to leave a lasting positive impact on people's lives and the world we all inhabit. We design for day-to-day experiences and once-in-a-lifetime moments. If everything is design, everything we do is Human By Design.

At Perkins Eastman, we learn by doing. Looking to the future and drawing on our past experiences, we pursue open-minded inquiry and design innovation. Our practice is centered on core values of creativity, humanity, and purpose.

To work at Perkins Eastman is to believe in the power of design to improve lives. Our single greatest strength is our people. We are dreamers, doers, and thinkers contributing to a united firm connected through our shared Human by Design philosophy. We promote entrepreneurialism and exploration, supporting our staff to grow and excel in a creative working environment.

A deep sense of camaraderie and mutual support is woven into our firm's culture. Our project teams bring together individuals with different backgrounds, perspectives, and strengths who contribute to all aspects of the design process. We provide opportunities for all staff to get the work experiences they desire so they can grow as designers and contributors to society.



life at PE





studio culture



Perkins Eastman is an international practice with studios located around the world. Each studio has its own personality and expression steeped in the city within which it is located and the people who comprise it. Fostering this spirit of creative expression is at the heart of our studio culture and commitment to diversity and inclusion.

Our studios are places to build transformative personal and professional relationships. We cultivate opportunities to learn from and grow with one another; that growth mindset is codified in our firmwide mentorship program. Mentor pairings are encouraged across studios, practice areas, and fields of expertise to inspire knowledge sharing.

Bridging across the individual studios are the systems that provide consistency within the studio culture and aim to provide an equitable work experience for all. Among these systems are our Guiding Principles, a set of ten statements that encapsulates our philosophy. One of the central ideas is this: Design is our passion and our purpose.

End Greenwashing. We're making commitments to our clients, collaborators, colleagues, and communities. We will no longer tolerate "greenwashing"—the practice of providing misinformation around environmental value—in any form, neither in our industry nor in the product and manufacturing industry, whether it's intentional or not.

Reduce Annual Predicted Energy Use Intensity. As signatories of the AIA 2030 Commitment, in which we've pledged to design toward carbon neutral by the year 2030, we are currently reaching a 48% average predicted energy use intensity (pEUI) reduction across the firm, and improving each year.

Reach for High-Performance Design. Many of our projects completed in the past year have reached ambitious sustainability goals, including Net Zero Energy, LEED Platinum, WELL, and Fitwel certifications, as well as Passive House designations.



sustainability





DEI commitment



Diversity, equity, and inclusion enriches our culture of inquiry and design through trust, respect, and collaboration, where everyone—without prejudice—is empowered to reach their full potential as individuals and celebrate the possibilities for the benefit of all.

Project Team Diversity & Inclusion

We achieve this vision through assembling project teams that meaningfully incorporate diverse voices and backgrounds and provide environments for mentorship and perpetual growth. A diverse project team brings unique perspectives to the forefront. An inclusive project team affords the space for inspired experimentation.

Honoring Identities

From firmwide events to small group discussions, we take a multi-faceted approach to honoring the more than 70 nationalities and varied racial and ethnic backgrounds; diversity of gender expression, sexual orientation and family status; and cognitive and physical abilities represented by our staff to support learning across differences.

Industry Engagement

We are strong supporters of the National Organization of Minority Architects (NOMA) and AIA Women's Leadership Summit (WLS) to help ensure a more equitable and diverse future for the architectural profession.

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social

We have an inherent responsibility to enhance the health and wellbeing of our people, our communities, and our planet. Whether you are sharing a meal with your colleagues, participating in a thoughtful design dialogue, or dedicating time and energy to support a cause you are passionate about, working together toward a higher purpose enhances each of our lives and our practice.

Volunteering our time through ACE Mentorship is an important part of supporting the next generation of designers and encouraging a more diverse and equitable pipeline to architecture. Many of our studios host these afterschool programs for high school students which enrich the lives and practices of all involved.

From CANstruction creations to charity walks, food drives to angel trees and gingerbread houses, our PEOple have been raising money to find cures, feed those in need, and improve the quality of life for our neighbors around the globe.



responsibility





internships



We empower students to find their passion through our robust internship program. Bringing students into every part of the design process and a variety of project types, we foster the next generation of thoughtful designers. Through lectures, building tours, and studio activities, we go beyond the typical intern work experience. With an emphasis on longevity and diversity in our program, we invite emerging designers from all corners of the world to begin building their careers with us.

When you join our team, we count on you to help us enhance the human experience. Not only will you grow as a professional, you will also help us evolve as an organization committed to a human-centric philosophy of design. You will be a part of the team that helps shape the process in which we develop exceptional design, conduct the most comprehensive research, and focus in on the key elements that will continue to have a direct and positive impact on those living, working, and enjoying our spaces.

apply here



Submit your cover letter,
resume, and portfolio as
a PDF (under 10mb).

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