



Finding and Hiring the **Perfect** **Architect for** **Your Team**



INTRODUCTION



The built environment shapes our lives, and the need for skilled architects is set to grow by over 5% from 2022 to 2032. In real terms, that means **8,200 openings** year over year for the next decade.

With an ever-widening skills gap affecting upwards of 60% of firms, building the bridge for top talent to cross has never been more difficult.

The growing competition for talent will force architectural firms to get creative and to work with partners who truly understand them. Finding the right architectural candidate for your organization requires a **data-driven, value-centric, human approach**.

At Titus Talent Strategies, we go beyond aesthetics with our “**Whole Person Hiring Method**,” focusing on the Head, Heart, and Briefcase of each. It’s a foundational approach that is designed to dig deep and ensure alignment for future growth and scalability.



Head

Behavioral Traits, Cognitive Reasoning



Heart

Core Values, Internal Makeup



Briefcase

Professional Choices, Resume

THE HEAD: DECODING THE DESIGN MIND



Cognitive Abilities:

When you want to know if a candidate will hit the ground running, it helps to see how adaptable they are and what it will take to ramp up quickly. By using **assessments** and **individualized interview questions** to evaluate a candidate's spatial reasoning, critical thinking, and problem-solving skills, you can gain valuable insights into their capacity for analytical thinking and problem-solving. This enhances hiring decisions and organizational alignment.

Behavioral Traits:

Look for behavioral traits that align with success in architecture and that will amplify how your team works.

Work Styles:

Understanding how a candidate works best (independently, collaboratively) helps determine if they'll thrive in your specific team environment.



THE HEART: PASSION MEETS TEAMWORK



Motivations:

What drives the candidate? Finding out what motivates a candidate is a key to assessing their long-term success with your organization.

Values:

Does the candidate's value system align with your company's? Finding that fit on a heart level will increase connection on multiple levels and lead to deepening engagement.

VALUES BY GENERATION

- Baby Boomers (59+ years): **SECURITY**
- Gen X (43-58 years): **SIGNIFICANCE**
- Millennials (27-42 years): **FREEDOM**
- Gen Z (12-26 years): **PURPOSE**

Cultural Fit:

Assessing a candidate's cultural fit ensures they'll integrate well into your team and company environment.

Skills Gap in Sustainability

A report by the American Institute of Architects (AIA) found that 60% of architecture firms struggle to find professionals with expertise in sustainable design practices.

THE BRIEFCASE: THE ARCHITECT'S TOOLKIT



Relevant Skills:

This focuses on the technical skills and experience required for the specific architectural role. By delving into the **processes and rationale behind a candidate's decisions**, and exploring the **tangible achievements** within their story, it is possible to gain an accurate depiction of a candidate's pattern of achievement, and how it correlates with the potential for future success

Experience:

Action over tenure: Approach experience as a tangible asset, not merely as time passed. This entails evaluating a candidate's past projects to assess their design approach, technical skills, and ability to meet your specific needs.

Portfolio Powerhouse:

A well-curated portfolio highlights the candidate's design philosophy, technical capabilities, and experience with similar project types. By developing a comprehensive overview of your findings in a readable, digestible, and clear format, you quickly see the merits and growth areas of the candidates you are exploring. A repeatable, consistent, and thorough portfolio will help you find information quickly and guard against bias.



By delving into these areas during the hiring process, you can ensure you find an architect who not only possesses the technical skills but also has the design passion, collaborative spirit, and work style that mesh perfectly with your project and company culture.

WHY CHOOSE TITUS TALENT STRATEGIES?



Titus Talent Strategies is a high-performance and value-driven recruitment agency in the architecture space with a commitment to creating strong culture alignment.

We have expert recruiters, specialized within the architecture and design industry, who can put together a strategy to give you a competitive edge with today's top talent.

TALENT ACQUISITION

- Executive Search
- Key Roles
- Fractional Recruitment

TALENT OPTIMIZATION

- Consultation
- Training + Tools
- Fractional Optimization

Titus Talent's low-pressure, straightforward approach to reaching out to talent appears to be a difference maker. We've had more than one candidate mention how their approach made them more comfortable becoming open to change.

| **TJ Morley, EUA | Architecture, Engineering + Design**



Partner with Titus Talent Strategies
and turn your vision into a reality!

[CONTACT US](#)

