

Employment Benefits Overview

SP+A offers an extensive and generous range of benefits available to our staff including:

- Health Insurance
- Dental Insurance
- Life Insurance
- Flexible work hours
- Vacations and 8 paid holidays
- Wellness days
- Sick leave 'bank'
- Long Term Disability
- Professional development and tuition reimbursement
- 401K plan with company profit sharing

Performance reviews and feedbacks are a critical part of our development process, and professional and personal development goals and plans are developed mutually by the staff member and manager. Reviews are conducted at least annually, and incentive and bonus rewards have been distributed nearly every year since our founding.

SP+A is committed to generating opportunities for next-generation architects, engineers and designers to tackle projects with attention to design and technical excellence. We believe the differing backgrounds and experiences of our staff enriches our design process. Appreciating the value of homegrown talent, we promote an inclusive work environment in which everyone can achieve their full potential. We are organized internally to support and mentor individual development, promoting the advancement of the entire organization. We often play revolving project roles, taking the responsibility our clients place in us very seriously. Our projects are a testament to our values and tell our story.

SP+A is an equal opportunity employer. All applicants will be considered for employment without attention to race, color, religion, sex, sexual orientation, gender identity, national origin, veteran or disability status.