

The Position

We are looking for innovative problem-solvers from a range of potential backgrounds to join our team. Our studio is in Boston, MA, but we will also consider remote work candidates. Your work will focus on helping colleges and universities resolve difficult planning challenges across a broad range of issues that have strategic, physical, academic, student life, and financial aspects. We also work in other market sectors, and you may occasionally be asked to think about planning problems in real estate development, community engagement, large-land planning, and other areas. We do not require higher education work experience, but are interested in people who like:

- Data analytics, numbers, data visualization
- Clear and persuasive writing
- Bold and informative graphics
- Making and doing
- Design
- Technology
- Travel (we typically visit our client's campuses at least once)
- Client engagement, passionate debate, presenting
- Team-based problem solving, project management

You don't have to be great at all of these things, but be sure to tell us where your strengths lie. Day-to-day, for production tasks, we work mostly in Excel, PowerPoint, Word, InDesign, and Photoshop. The ability to script and/or code is a plus. We value clear thinking and big ideas. We want passion, competence, and a dry sense of humor. We do not require a specific degree, but you must have (at least) one at the Bachelors level or higher. The degree could be in computer science, economics, english, geography, history, mathematics, planning, psychology, sociology, statistics—or something we haven't imagined.

The Firm

DumontJanks designs ideas, landscapes, strategies, and buildings for campuses and cities. Our founding partners have spent the last fifteen years thinking about how to make campus planning more effective by moving from static plans that quickly become obsolete to dynamic frameworks that can support ongoing decision making.

We believe successful planning emerges from the intersection of rigorous analysis and bold design. Our solutions help people, institutions, and places to tell their stories through a data-informed approach and high-energy engagement process. Represented disciplines include planners, landscape architects, analysts, and architects.

Current and recent clients include: Auburn University, Brown University, the Executive Office of in the Commonwealth of Massachusetts, George Mason University, Georgetown University, Michigan State University, the University of Delaware, the University of Florida, the University of Virginia, the University System of New Hampshire, and Wayne State University.

Application Process

Complete applications require three documents:

1. A cover letter explaining your interest
2. Your resume
3. Your one-page solution to the attached problem set

Please email applications to jobs@dumontjanks.com.

Problem Set

Gamma College is a four-year public college in the southeastern United States. The college has 5,000 students, 260 faculty members and 240 staff members. It does not have a residential program, although ultimately it would like to. The attached Excel Workbook contains information on Gamma's building and its course schedule. The College was able to apply pressure through its local state representative, and as a result has approximately \$30,000,000 available for capital investment over the next five years. This will have to cover new construction and renovation. Additional funds are extremely unlikely (although your donations are welcome). Please write a one page brief advising the college on how to spend this money.

Some observations:

- Excel has many invaluable tools, such as Pivot Tables and Filters, which are easy to master.
- Different kinds of university space are classified using the Facilities Inventory and Classification Manual (FICM).
- The college's strategic plan focuses on students, excellence, and diversity. There are no specific new programs or metrics associated with the document, other than a statement that the college does not anticipate significant near-term growth.
- Approximately 75% of college faculty and staff require office space. No students are currently provided office space.
- Classrooms should be scheduled at least 30 to 40 hours a week. Teaching laboratories should be scheduled at least 18 hours a week.
- Building condition is often measured using a Facility Condition Index (FCI). This percentage is the ratio of the current value of the building to its replacement value. The college would be delighted if it had an average 80% FCI.
- There are two kinds of square footage you need to know about: assignable square feet (ASF) and gross square feet (GSF). ASF describes the spaces in buildings that can be programmed for use (this includes FICM categories 100 through 900). It excludes things like corridors and bathrooms (FICM codes starting with a 0), and wall thickness. All of these elements are captured in GSF. Unfortunately, you can only use ASF, but you have to pay for GSF. A building's efficiency is given by the ratio of its ASF to its GSF.
- Assume the following per square foot costs for new construction:

FICM	Cost
100	\$300
200	\$450
300	\$300
400	\$250
500	\$250
600	\$250
700	\$250
800	\$400
900	\$300