

BORA



Senior Community Design Engagement Lead

Bora Architecture & Interiors is seeking a Senior Community Design Engagement Lead to champion our creativity-centered engagement approach within the architectural practice. This role leads the development of project-specific engagement strategies, working directly with clients, project teams, and communities to ensure the design process reflects Bora's values through meaningful, equity-driven, community-centered work.

Qualifications

- 5–8+ years of experience in community engagement, planning, design, or a related field with a strong equity-centered and participatory practice
- Demonstrated experience leading engagement processes for design or planning projects
- Proven ability to collaborate with clients and stakeholders to shape strategic engagement plans and translate community priorities into actionable design guidance
- Excellent verbal, written, and visual communication skills
- Strong facilitation skills and experience designing inclusive, culturally responsive engagement formats
- Familiarity with frameworks such as Design Justice, Critical Race Theory, Universal Design, Trauma-informed Design, and participatory planning
- Experience working with BIPOC, immigrant, disabled, LGBTQ+, and/or other historically marginalized communities
- Proficient in tools such as Adobe Creative Suite, Miro, Microsoft Office, and Google Workspace
- Bachelor's degree from an accredited institution; background in architecture, planning, public interest design, or cultural organizing is highly desirable
- Spanish or other bilingual skills are a strong plus
- Willingness to work some evenings and weekends to support community-based events

Roles and Responsibilities

- Lead the planning and development of project-specific community engagement strategies in collaboration with clients, design teams, and community partners
- Develop and manage adaptable Community Engagement (CE) roadmaps that outline goals, timelines, methods, and metrics aligned with Bora's Creativity-Centered Engagement approach

- Facilitate engagement planning sessions with clients and community stakeholders, ensuring alignment with project vision, values, and community context
- Mentor and guide project teams in delivering engagement activities such as workshops, listening sessions, and public events
- Ensure continuity and integrity of engagement across all project phases, coordinating with design leadership to translate community input into spatial strategies
- Synthesize community input into clear narratives, reports, and presentations that inform and shape design outcomes
- Collaborate with marketing and design staff to develop compelling visuals and documentation for internal and external audiences
- Serve as an advocate for community members and stakeholders throughout the project, ensuring transparency, cultural responsiveness, and meaningful inclusion
- Represent Bora's community engagement approach in client meetings, public events, and cross-disciplinary collaborations

Compensation and Benefits

We care about the wellness of your whole person, both within and outside of work. Our robust benefits package includes:

- Competitive pay commensurate with experience
- Comprehensive medical, dental and vision insurance
- Flexible Spending Account (FSA)
- Oregon Paid Family and Medical Leave
- Traditional and Roth 401(k)
- Pre-tax TriMet Hop Fastpass
- In-office bike storage
- Continuing education access
- Mentorship opportunities
- Use of the Bora Beach House
- Hybrid Work Support

To Apply

Please send your letter of interest, resume and work samples to careers@bora.co. In order to counter implicit bias in our recruitment process, we ask that candidates not include headshots in their application.