

Are you a recent or upcoming graduate with an interest in healthcare? Would you like to have an impact on the future of healthcare, helping to design and plan campuses and systems that change people's lives?

The transition from graduation to the design and planning world is an important step in your career so finding the right firm that focuses on helping you be successful is critical. Flad Architects has established tools, practices, and an environment that helps new graduates acclimate to this next chapter. From an advocate program; to variety in project duties and assignments; to collaboration with healthcare experts; to resources for achieving licensure and sustainability accreditations; to current technology; and more. Helping you develop and succeed is a priority for Flad.

How Will your Days be Spent:

This one-year, immersive experience (beginning in June 2027) will allow you hands-on experience under the guidance of expert mentorship while collaborating with internal disciplines and external clients, users, and consultants.

For the 2027-2028 year, the fellowship will be offered in either Tampa, FL or Madison, WI.

You can expect to:

- Participate in the research, planning, and design of innovative healthcare environments for top tier healthcare organizations, including academic medical centers and large community health systems.
- Receive exposure to inpatient and outpatient health care environments and workflows and innovative technologies used for healthcare planning and design.
- Be involved in client leadership and user group meetings, patient focus groups, public meetings, consultant coordination, and Owner/Architect/Contractor (OAC) meetings.
- Receive mentorship from multiple healthcare planning, design, research, and analytics leaders within Flad. Participate in quarterly check-ins with mentors to review progress, expectations, and goals.
- Collaborate across disciplines (internal and external) to develop holistic problem-solving.
- Focus 65% of your time on healthcare project work and dedicate 35% to research, with the opportunity to select both a primary design mentor and research mentor.
- Work on a year-long research study based on your interest and alignment with Flad's strategic healthcare initiatives, which include:
 - Technology and AI / Technology Integration
 - Environments for Cancer Care, Orthopedics, Cardiology, Neurology
 - Physician and Staff Experience (how the built environment influences staff experience and reduces burnout)
 - Leveraging AI for Pre-design, Simulations, Modeling, and Design Research
 - Baseline and Post-occupancy Evaluations
 - Inpatient Unit and Patient Room Design Assessments
 - Transition Planning
- Have opportunities to share knowledge through regular meetings, quarterly updates, and a final presentation and white paper.
- Attend two healthcare architectural conferences with registration, airfare, hotel, and meals covered by Flad.

What you Bring to This Role:

Qualifications:

- One of the following degrees are required:
 - Master's degree in Architecture with a certification in Healthcare Design or a health-care related thesis
 - Master's degree in Interior Design with a certification in Healthcare Design or a health-care related thesis
 - Bachelor's or Master's degree from an accredited university with completion of a Design and Health program/courses.
- Beginner Revit knowledge required.
- Experience with SketchUp and/or Rhino and 3D rendering software preferred.
- Previous internship experience preferred.
- Sustainability accreditation preferred.

How to Apply:

- Complete Flad.com application: <https://external-fladarchitects.icims.com/jobs/2086/healthcare-planning-and-research-fellowship/job>
- Submit an essay (maximum two (2) pages) addressing the following:
 - Why are you applying for this fellowship? How does this specific opportunity align with your career goals and research interests?
 - How will this fellowship help you achieve your long-term career goals? Where do you see yourself in five or ten years, and how does this fellowship fit into that plan?
 - Discuss potential research topics(s). What question or problem are you trying to address, and how do you plan to approach it? What methods will you use?
 - What are the broader impacts of your research? How does it contribute to the healthcare field, society, or the advancement of knowledge?
 - What motivates you to pursue this research topic? Share any personal experiences or inspirations that have led you to this path.
 - If applicable, describe your prior research experiences. What did you learn, and how have those experiences prepared you for this fellowship?
 - What challenges have you encountered in your research, and how did you overcome them?
- Essays can be uploaded along with your application as portfolio documents. They may also be emailed to humanresources@flad.com and marked as Healthcare Fellowship to supplement your online application.

Key Dates:

- Applications open – Monday, October 19, 2026
- Applications close – Monday, January 4, 2027
- Virtual Interviews - Mid-January 2027
- Fellowship announced – Early February 2027

Flad Architects:

Flad is a national architectural firm, with ten offices across the country, specializing in science, healthcare, academic, and workplace spaces. A team of creative, intelligent, energetic people who help our clients tackle the issues that change people's lives. If you enjoy solving complex challenges in a collaborative environment that celebrates each person's ideas, experience, and creativity, this might be the opportunity for you.

Flad offers a wide range of benefits including:

- Health, dental, and vision insurance
- Generous paid time off and paid holidays
- Financial health and wellness benefits - retirement savings plan; fiduciary advisor; identity theft plan; Section 125 flexible benefits; income protection – life insurance, short-term disability, long-term disability; Employee Assistance Program (EAP)
- Continuing education and career development – internal programs; funds set aside for external programs, licensure and sustainability support, annual professional registration and organization reimbursement

Flad Architects is an Equal Employment Opportunity employer. Flad will provide equal employment opportunities to all qualified applicants without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, age, protected veteran or disabled status, or genetic information.

If you need a reasonable accommodation to apply for a position, please contact Human Resources at 608-238-2661 or email us at humanresources@flad.com.

Click [here](#) to learn more about healthcare planning at Flad Architects.

