

Employee benefits

Worker Happiness

Every voice at HCMA matters. Whether you're a student or the Founding Partner, opinions, views, suggestions and critiques are encouraged and treated with respect. In turn, there are always people ready to listen when something needs to be heard. As part of this, we undertake an anonymous Employee Engagement questionnaire every 6 months to systematically track how people are feeling and ensure we focus on improving and maintaining the right things. Our goal is to have every employee happy at work every day and want to come into the office rather than feeling like they must. We strive to hit this target by continuing to act on the changing needs of our team, and challenging ourselves with what we can do better.

Continuing education

Dedication to lifelong learning, and support through professional development, have deep roots at HCMA. We see an ongoing thirst for knowledge as an asset and believe in the benefits. We are proud to offer financial assistance and flexibility where we feel subject matters can further elevate an employee's role within our organization. It's encouraged that our staff manage their own development and have open discussions their intentions during annual performance reviews. Our senior team will then evaluate, and help create a plan for managing this development alongside the demands of work.

Employee Benefits

HCMA Architecture + Design is pleased to be able to offer our employees an extended health & dental group benefits program, 50% of which is contributed by us as the employer. We have selected Manulife Financial as a partner to help us deliver the program, and they are committed to providing excellent service for our team. Upon the completion of three months of employment, employees can choose to be enrolled in the plan and may select Single or Family coverage as required. Employees are required to pay their share of premiums on a bi-weekly basis, although the premium as a whole is paid upfront by HCMA Architecture + Design. Currently, this is done by way of Payroll deduction. This plan also includes a component for Life Insurance, Accidental Death and Dismemberment (AD&D) which sits alongside the health & dental program. Dependent life is also included.

We believe that having a happy and healthy team is a great foundation to our business, and hope these benefits offer some peace of mind when routine healthcare needs arise, or support through emergency care if ever required.

A CORPORATE PARTNERSHIP

Principals

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