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THE WELL HOME.

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WE ARE HIRING

# Junior Interior Designer

*Residential, Senior Living & Hospitality Design*

*Show me your home, and I can predict your health.*

That's not a metaphor. Where you live shapes how you sleep, how you age, and how long you live. For a century this industry sold beauty and ignored biology. We're here to fix that. The most powerful medicine was never a pill. It's the way we live in our spaces.

The Well Home builds homes engineered to make people healthier and longer-lived, and we intend to make health the way the world builds. This is hard, and it's not for everyone. But if you'd rather change how the world lives than fill another role, keep reading.

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| ROLE         | Junior Interior Designer, Residential, Senior Living & Hospitality                                            |
| LOCATION     | Washington, DC area preferred, ideally Northern Virginia. Remote case by case. Occasional client-site travel. |
| COMMITMENT   | Part-time, fractional. 10 to 20 hrs/week across 2 to 3 projects. Real potential to grow full-time.            |
| START        | Immediate                                                                                                     |
| REPORTS TO   | Founder & CEO and Lead Designer                                                                               |
| COMPENSATION | Hourly or project-based. 1099 contractor role.                                                                |

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# About The Well Home

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We are disrupting a dinosaur industry. For decades, home building obsessed over how a space looks and ignored what it does to the people inside it. We are rewriting that.

We are the first firm of its kind, founded by a doctor and designer to prove one idea: your home should be your greatest partner in health and longevity. We design living environments that optimize healthspan, aligning air, water, light, and circadian rhythm with rigorous medical science. We call it Restorative Luxury.

The timing is rare. Wellness has become the single greatest driver of value in luxury real estate: among the most requested features in high-end homes, a proven premium on value, and a market projected to reach 1.1 trillion dollars by 2029. We are early, and we intend to own the category.

## The Role

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You will work directly with our Founder & CEO and our Lead Designer, stepping onto projects already in motion across residential, senior living, and hospitality spaces. This is a fractional seat for a working designer who already knows the craft and wants a reason to bring wellness and longevity into it.

You will not be building a design practice from scratch. You are joining live projects, with our standards and our point of view on wellness already established. What you will own:

- **Design execution.** Take projects from concept through installation alongside our Lead Designer: space planning, FF&E selection, specification, and detailing.
- **Client relationships.** Represent The Well Home directly with clients: attend meetings, present concepts and progress, and make site visits as projects require.
- **Client-ready presentations.** Build renderings, mood boards, and furniture and finish presentations our clients can see themselves living in.
- **Wellness-driven specification.** Bring a wellness and longevity lens to material, lighting, and layout decisions, aligned with our Restorative Luxury standards.

- **Vendor and procurement coordination.** Source, specify, and track FF&E orders with vendors, workrooms, and fabricators through delivery and installation.
- **Onboarding on live work.** Step directly onto our existing and ongoing projects across residential, senior living, and hospitality spaces, and learn our standards fast.

## What We Are Asking

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We need you moving fast. We are looking to fill this role immediately. In your first two weeks: get onboarded directly by our Founder & CEO and Lead Designer onto our existing and ongoing projects, get fluent in our Restorative Luxury design language, and start contributing real work. This is not a slow ramp. We are asking you to arrive ready and hit the ground running, and to carry two to three projects at once from there.

## Who We Are Looking For

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This role rests on real design experience paired with genuine curiosity about wellness and longevity. If you are early in your career and still building fundamentals, or you see wellness design as a trend rather than a discipline worth understanding, this is not the fit.

- **A working interior designer.** You've done this before. Real project experience in residential, hospitality, senior living, or related interior work, not just coursework.
- **Wellness and longevity minded.** You already think about how a space affects the people living in it, and you want to go deeper into the science behind that.
- **Entrepreneurial and self-directed.** You don't need a fully scoped brief to get moving. You bring ideas, not just execution.
- **Comfortable across contexts.** You can move between a private residence, a senior living community, and a hospitality space without missing a beat.
- **Mobile and reliable.** You have reliable transportation and are comfortable with occasional travel to client sites and project locations.
- **Ready to move fast.** You can start immediately and hit the ground running on projects already in motion.

A quick gut check. If you need a fully scoped brief before you can start, a slow ramp-up, or a single project to focus on at a time, this will not be your place. But if you can join projects already in motion, juggle two or three at once, and bring your own point of view on how a space should make someone feel, read on.

## Skills & Experience

- **Interior design experience.** Three to five years of professional interior design work, ideally across residential, hospitality, or senior living, with a portfolio that proves it.
- **Software and equipment.** Working proficiency in AutoCAD, SketchUp, or Revit, plus Adobe Creative Suite. You provide your own laptop and current software licenses.
- **Wellness and longevity literacy.** A real interest in how design affects health and longevity: light, air, materials, circadian rhythm, and the science behind Restorative Luxury.
- **AI fluency.** Comfortable using AI as a design tool: Claude and Cowork for organization and communication, and AI image tools such as Nano Banana, Midjourney, and Claude for visual concepting, mood boards, and rendering iteration.
- **Judgment and taste.** An eye for materials, proportion, and detail that holds up with a luxury clientele, and the judgment to know when a solution is right.

## What We Value

- **Good humans only.** Integrity, trust, and discretion are the price of admission, not a differentiator. If you cut corners, this is not the place.
- **Proof over pedigree.** We care about what you have built and closed, not where you went to school.
- **Own it.** We are small. There is no one to hide behind and no one to wait for. You will have real ownership from week one.
- **Say the real thing.** We give each other direct feedback to reach the best answer. Egos stay at the door.

- **Enjoy the build.** This is demanding work, and it should be the most fun you have had in a career.

## Compensation

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This is a part-time, 1099 role, roughly ten to twenty hours a week across two to three active projects. Compensation is hourly or project-based, depending on the engagement, and we will walk through the specifics together. Given direct access to client homes and private information, this role requires signing a confidentiality and non-disclosure agreement. If it is a strong fit on both sides, there is real potential for this to grow into a full-time role.

## How We Will Work Together

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Our process is simple and built on proof, not promises.

- 1 Submit your written answers, portfolio, background, and references.
- 2 We meet, including time with our Lead Designer and founder, to get to know each other.
- 3 Strong candidates move into a short, paid trial project, so both sides can test the fit for real.
- 4 From there, you are onboarded directly onto our existing and ongoing projects.

# Questions We Would Love You To Answer

Please answer in writing. Be specific. We care far more about real examples than polished generalities.

- 1** Tell us about a project where you had real ownership, from concept through installation. Walk us through your role, the decisions you made, and how it turned out.

YOUR RESPONSE

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- 2** What draws you to wellness and longevity-focused design? Give us a specific example of a material, layout, or design decision you made, or would make, with someone's long-term health in mind.

YOUR RESPONSE

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- 3** Imagine we hand you a residential project already in progress, with decisions already made by someone else. Walk us through how you would get up to speed and start contributing real work within your first two weeks.

YOUR RESPONSE

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- 4** You are juggling two to three projects at once, in different contexts, say a private residence and a senior living community. How do you keep your attention and your quality high across all of them?

YOUR RESPONSE

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- 5 Finally, tell us something a resume would never show. A moment you are proud of, or an obstacle you had to overcome to become who you are. We hire humans, not resumes.

YOUR RESPONSE

## References

Please share two to three references, ideally including a partner or client who can speak about your experience in working together. We will reach out only with your permission.

| NAME | TITLE & COMPANY | RELATIONSHIP | EMAIL & PHONE |
|------|-----------------|--------------|---------------|
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## How To Apply

Email your written answers, portfolio, references, and resume or LinkedIn to

[joinus@thewellho.me](mailto:joinus@thewellho.me)

We review on a rolling basis and will be in touch if there is a strong fit. Every application is treated in confidence.

This is a chance to do the work you got into design for: to shape spaces you know will change how someone lives, sleeps, and ages, working directly alongside our Founder & CEO and Lead Designer on live, ambitious projects from day one.

*A home well designed gives you a life well lived.*



Restorative Luxury · Architectural Wellness | The Well Home is an equal opportunity organization.