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| JOB TITLE: | Senior Graphic Designer |
| RESPONSIBLE TO: | Associate Director of Creative Strategy |
| DIRECT REPORTS: | Graphic Designer |
| LOCATION: | Hybrid / The Grange, Saunderton, Buckinghamshire (the team mostly work 1-2 days per week in the office) |
| HOURS: | 35 hours per week |
| SALARY: | £41,000 |

Overview

Bold and brilliant graphic design can bring our brand to life and supercharge our creative output to ensure more people can live well with hearing loss. This is a key role, combining creative vision and leadership, with robust project management to ensure all design work is consistently high quality, building our brand and on time and on budget.

You will work with colleagues from across the charity, on a range of digital and print projects from briefing to concept to project management to completion and assessing impact. You will also be key in building our graphic design function, continually identifying and reviewing how we can develop the team's capabilities.

Key Responsibilities

Graphic design leadership

- Produce high quality graphic design, within our brand guidelines and house style that is on time, on budget, led by audience and objectives
- Develop creative concepts across brand, awareness raising, fundraising, services and more
- Design and artwork for a range of multi-channel campaigns, publications and activations
- Commissioning and managing freelancers or agencies, when necessary
- Line management to Graphic Designer, overseeing their workload, quality output and supporting them to develop their skills and experience

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Project management and delivery

- Manage multiple design projects simultaneously, while adhering to deadlines and maintaining strong relationships
- Work closely with the senior members of the Creative Strategy team to develop workflow processes and systems, ensuring maximum efficiency of team delivery

Brand governance and delivery

- Maintain and develop our visual identity, ensuring we're consistent, standing out within our sector, and resonates with our target audiences
- Be a brand guardian and champion across the organisation, able to explain the importance of our visual brand to our objectives and growth

Design best practice

- Ensure all design work meets out accessibility standards
- Upskill the organisation around what high quality design looks like, and how our team best operates
- Stay up to date with and utilise the latest design trends, to ensure our work is always current and fresh

Team collaboration

- Work closely with numerous teams – from your core Marketing Communications team to teams whose goal is to raise money or promote our hearing services and hearing dog partnerships, to embed design briefing principles into their strategies and workplans.
- Build strong relationships across the organisation, utilising strong influencing, communication and negotiation skills
- Offer creative guidance, feedback and advice on all visual communications produced by the charity

Experience

Essential

- 5+ years of working collaboratively within a team in an agency or freelance capacity.
- An exceptional and diverse portfolio showing working across brand, web, digital and print. Highlighting innovative thinking, conceptual skills, and the ability to solve complex challenges
- Passionate about design and desire to be a part of a team with shared goals

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- Strong experience in Graphic Design, both through experience and education
- Proficiency in Adobe Creative Suite
- Strong knowledge design principles, processes, colour theory and typography
- Knowledgeable in digital design, with experience of delivering high quality work across a range of digital platforms
- Demonstrates strong brand knowledge and ability to apply organisational brand framework and design effectively
- Strong project management and workflow-building skills
- Ability to influence, collaborate and inspire confidence across varied teams
- Comfortable balancing creativity with structure and organisational strategies

Desirable

- Experience in the charity or social impact sector.
- Experience training and mentoring others in graphic design.

General Requirements of all staff:

- Ensure compliance with GDPR and data protection.
- As a charity, Hearing Dogs has a large network of volunteers based at both our training centres and spread nationwide. As such, you may be involved in working with and/or supervising volunteers in this role.
- To undergo training to a set level of deaf awareness and communication as required by the charity.
- Carrying out any other reasonable duties requested by your manager.
- A love for dogs and a passion for making a difference for those affected by hearing loss

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| DBS Level Required | BASIC |
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