

Senior Designer: Expression of Interest

Relative Creative



July, 2020



**We acknowledge the traditional owners and
pay respect to all First Nations peoples.**



We are Relative Creative

We design communication, strategies, experiences and events that help people think, talk and mobilise sustainable futures. We are an Indigenous owned and led practice, proudly informed by being on Yugambeh country here at Jellurgal, and by our own founders' Gamilaroi Aboriginal heritage.

Relative Creative are one of Australia's leading strategic design agencies. We connect, experiment, facilitate and share our design, research and strategies through meaningful collaboration with community advocates, social enterprises, scientists, policymakers, planners, the business sector, universities and various other like-minded companies, organisations and institutes.

We are a passionate, interdisciplinary design studio with expertise in visual communication design, service design, product design, experience design, events, workshop and exhibition design, participatory design, policy and planning design, design-led facilitation, public art, critical research, public speaking and design writing — all embedded in strategic foresight and systemic design theories, methods and practices.

We are also experienced in all facets of project management from budget and administrative functions, sourcing, negotiating, developing and delivering.

We are serious about social responsibility, sustainability, social justice and equity and our practice exists within these contexts; as relative to just transitions in a green new world.

We look forward to collaborating with you.





Your role

As a practice we look forward at emerging challenges and we confront them head on. We are a tight-knit group of world-class designers, researchers, and strategists who are committed to delivering a future with a future. We take our clients through defining problems, generating concepts, articulating ideas through design, through to production, delivery, and forward connection, all grounded in research.

This role requires a number of different skills that will need to be applied across a wide variety of projects. You need to be able to take pride in the work you produce as part of the Relative Creative team, whether that be reports, infographics, maps, annotated sketches or something else.

You will have experience in working with other creatives, strategists, future-thinkers, marketing experts, NGO's and activists. You have a background/qualification such as Design Futures, Strategic Design and Visual Communication Design or sufficient experience working across these fields.

As well as being flexible and skilled to allow you to take on a variety of

office based and broader design skills, you can follow and contribute to RC protocols, understanding the RC critical design process that elicits responsible, meaningful, critical design. Your role will also involve the following key skills:

Visual Communication Design

You are passionate about creating the best visual communication for the project and explore how to do this from a variety of perspectives, as well as through hand-sketching. You can skillfully use Adobe Creative Cloud and are comfortable with updating your skills as technology and project requirements change.

You are excited and comfortable developing your skills. This flexibility and eagerness to learn also extends to working with diverse clients, adapting your processes and communication styles to suit your audience, and applying your design expertise with government, private-sector and non-profit clients.

You aren't afraid to get your hands dirty and do what it takes to get the work done (if a project requires painting, paint something etc.). You are self-motivated, self-directed and are malleable in a fast-

paced working environment dealing with a fast-paced changing world.

Performance Indicators:

- Execute top quality, bespoke and vanguard graphics that are imbued with critical meaning; codes, typologies, semiotics etc.
- Help identify and solve complex, relevant and demanding visual communication problems within fixed deadlines.
- Be proficient in 'reading the visual' and developing concepts imbued with visual reading
- Demonstrate an awareness of professional material, production, specification, presentation and distribution considerations in visual communication design contexts.



Your role cont.

Strategic Design

Like Relative Creative you want to make impactful change, have a solid grasp of redirective practice, conceptually, socially and technically, you also have a comprehensive understanding of wicked problems. You are confident using a wide variety of Relative Creative's strategic design tools and other strategic and service design tools and have led others through these. You are also equipped with the skills necessary to create new strategic design tools, as part of the Relative Creative team.

You are organised and able to gain a clear view of resources, stakeholders and the time required to complete great work.

You are able to run workshops for stakeholders and can organise yourself and the resources required from Relative Creative's available tools. You also have an appreciation for the fact that things often change and that you need to sometimes adjust your approach to get the best outcomes.

Performance Indicators:

- Show a clear understanding of the systemic environmental, social and

economic impacts of design decisions.

- Understand the value of self-motivated learning, for professional and responsible development.
- Identify and produce connections between theory informing practice.
- Understand ways to leverage, disrupt and intervene in systems through tactics and strategies and be able to visually explain these strategic frameworks.

Design Research

You understand what is required to conduct in-depth, high-level research but you are equally able to quickly grasp particular concepts by undertaking rapid research where required.

You stay abreast of world events and relevant research from the design field and other relevant fields, such as climate science, sociology and philosophy.

You are interested in what's going on in the world, capable of analysing and critiquing sources and building a refined perspective and position on an issue.

You can analyse and synthesise your research, using this process to start creating new knowledge on your own or

as part of a team.

You have a deep understanding of the complexity of design and its relation to the modern world and structural unsustainability. You understand the complexities of decolonising and depatriarchising and can approach both these topics from a perspective of your own privilege, leading thinking on the topics and a passion for achieving both.

Performance Indicators:

- Analyse and synthesise research gathered amongst colleagues.
- Undertake clearly defined research to help guide project directions.
- Communicate research outcomes to the rest of the team and clients in clear, concise and synthesised ways.
- Use appropriate terminology underpinned by critical theory, demonstrated in written and oral presentations, discussions and literature reviews to team, clients and participants stakeholders. professional material, production, specification, presentation and distribution considerations in visual communication design contexts.



Your role cont.

Other skills

There are a number of other skills that would be helpful for your role at Relative Creative:

- Extensive experience using the Adobe Creative Suite, especially Indesign and Illustrator.
- Microsoft Office, particularly an understanding of Microsoft Teams and Powerpoint.
- Wordpress, for simple additions to the website.
- Social media, happy to quickly create a post for the day.
- Soft skills, such as emotional intelligence, flexibility and the ability to coordinate with others.
- Leadership, we are a small team and you will be the third most senior team member, you need to be able to on board other team members to projects, set an example of how a project needs to be conducted and successfully manage a project team.

Flexible work

We want to contribute to a changing culture of work that can empower parents and carers and shift the way the worklife balance is understood. While this role is for a full time position, we are open to discussing options around the four day work week.

Gold Coast based

Our practice is highly place driven, we seek to create a studio where the majority of the team is commuting locally, ideally through public or active transport (where viable).

Diversity

Relative Creative is founded on the ideals of working to decolonise and depatriarchise. We want to build a diverse studio of practitioners who excel in their fields, bring unique perspectives and care about social justice and environmental sustainability.

Racists and misogynists need not apply.

Leave entitlements

You are entitled to the equivalent of 4 weeks paid annual leave per year.

As per Australian Government guidelines you are entitled to up to 10 days of sick and carer's leave for each year of employment.

As per Australian Government guidelines employees are entitled to parental leave when a child is born or adopted. Eligible employees who are the primary carer of a newborn or adopted child will be supported to access the Government's 18 weeks' Paid Parental Leave, currently paid at the national minimum wage. Parental leave entitlements include:

- maternity leave
- paternity and partner leave
- adoption leave
- special maternity leave
- a safe job
- a right to return to old job.



Expressions of Interest

Are you the right person for this role?

We are currently seeking expressions of interest for the role of Senior Designer at Relative Creative. We will not hire until we find the right person but we hope that we receive a range of EOIs by 14th August 2020.

We want to see an EOI that shows:

- Why you are a good fit for Relative Creative, including what you will contribute to the team and how you align with our ethos.
- Examples of previous relevant work (max 2 pages) that particularly shows some of the key performance indicators.

Please email this through as a PDF package (or other creative approach) to bec@relativecreative.com.au

Depending on the number of EOIs we will endeavour to reply to everyone. If we think you will be a good fit we will reach out to meet with you, either in person (where possible) or via video conferencing.

Side note

If you have exceptional experience as a visual communication designer but only some experience as a strategic designer and willingness to learn more, we are still interested in hearing from you.

