

The details

Salary	Around £28K If you can convince us that you'd bring more value to the role than we'd be happy to listen. And if you feel you're not quite at that level yet, we can talk about that too.
Location	Greenwich, London SE10
Start date	When you're available We'd rather wait for the right person than rush to employ a compromise candidate.
Applications	Folio, CV and short cover note Send us a few examples of your work in a small PDF. Use the cover note to respond to the job description and let us know how your skills and experience make you ideal for the job. Write to: Michael Smith Cog Design 11 Greenwich Centre Business Park 53 Norman Road London SE10 9QF opportunity@cogdesign.com

Overview

We need a confident, articulate, intelligent designer to get stuck-in and make this role their own.

We're expecting to employ someone with a firm grounding, knowledge and ability in all areas of communication design (print and web), someone who thrives under the pressure of a full-time studio position.

We don't expect (or need) you to know how to code but we do expect candidates to know how to design websites.

There will be days when you'll be an integral part of a large team, generating dozens of ideas, thinking about the bigger picture and arguing your point of view; on other days you'll be working largely under your own direction, sweating the small things and pushing to ensure that every detail is perfect.

We all talk directly with our clients and we embrace the additional opportunities that come with this way of working.

We are passionate about design but never precious about the process of achieving the best results for our clients. We need someone who is sensitive to the particular challenges and opportunities afforded to us when working with clients in the cultural sector.

What it like at Cog?

Cog Design is a great place to work. Our studio, right next to Greenwich station, has all the things you might expect (including a pool table, a well-appointed kitchen and a cupboard full of fancy teas) and some things you might not (such as an indoor garden and fishpond).

You'll be working with an award-winning team of experienced and accomplished creative thinkers and developers.

You'll be at the heart of the cultural and heritage sector, working with an unparalleled portfolio of clients.

You'll be given the freedom to make decisions and you'll be empowered to implement change. You'll also receive the support of an experienced team and the opportunity to learn from those around you.

Cog culture

We are a full-time team of ten plus a wide network of associates with specialist skills.

We are obsessed with design and culture; that's how we fill our days (and nights).

We fund a monthly team outing where we review one of the capital's cultural highlights, and we send a monthly cultural calendar by email.

Sign-up here: coglik.es/sign-ups

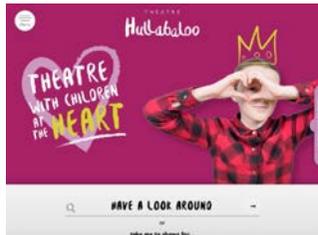
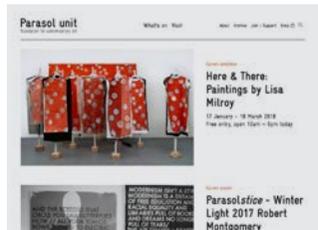
We work exclusively with arts, heritage and education clients and firmly believe in the power of the arts to transform lives. We volunteer our time to campaigns that lobby for the arts and creative education.

Our clients

We do win awards and but happy clients and ongoing relationships are our most important indicator of success, and the cornerstone of our business.

Our clients include:

Akram Khan Company / The Albany / Arts Council England / Art on the Underground / Artsadmin / Camden Arts Centre / Contact (Manchester) / English National Ballet / Film & Video Umbrella / Graeae / The Gulbenkian / Impact / Jerwood Charitable Foundation / The Incorporated Society of Musicians / King's College London / Lyric Hammersmith / Making Music / The Marlowe / Parasol unit / Rich Mix / Royal College of Music / Society of London Theatre / Soho Theatre / South London Gallery / Theatre Hullabaloo / Turner Contemporary / and many more



Specifics

Creative

As the basis of everything we do, we expect everyone in our team to have an enquiring, creative mind. We employ people who can think both creatively and logically; people who can spot opportunities to push an idea beyond its limits. We expect our designers to be exceptional.

A team member

We are a small team; it's important that you'll fit in and complement the mix. We're not looking for clones, we're looking for individuals with ability and flair. We work hard, we're passionate about what we do and we are honest and fair in the way we do it; we want to work with people who share these values.

A good communicator

Our job is communication. We happen to use design as our medium. We expect designers to be articulate at every level about every aspect of the work we do and the areas we do it in.

Knowledgeable

Our clients trust us because we are experts in our field. We do our best work when we understand every aspect of the job. We are embedded in the cultural sector and are advocates for our profession; we'll expect you to be too.

A can-do attitude

If a job needs doing we just get on and do it. We grasp opportunities to exceed every expectation.

Cross-media

We aren't limited by specific media. If the job requires print then we're knowledgeable enough to know how to achieve stunning results. If the job requires a website then we work with our brilliant digital team to create the perfect solution. Usually, we work across media types and deliver a package that delivers results, whatever the context.

Self-motivated

We assume that our designers are capable and happy to work in teams and autonomously. We'll expect you to be able to set your own schedule and know when and how to invest time to ensure that every project is delivered on time and in-budget (whilst exceeding our clients' expectations).

Process aware

It's not sexy but it is important. We care about the detail and about maintaining records, filing things correctly, invoicing accurately and maintaining the admin that is at the core of our business. We expect designers to pull their weight and understand why these things are important.

Essential qualities

- We need the level of skills and experience that we'd expect after at least three years of working in a similar studio environment
- A varied portfolio that illustrates the ability to:
 - analyse and interpret briefs
 - work in a commercial environment with real clients
 - design in a creative and innovative way
 - design for different media
 - present and articulate ideas to an audience
 - know the difference between creative and wacky, and when each is an appropriate response to a brief
- Ability to effectively manage many concurrent projects
- A problem solver who remains calm under pressure
- Excellent written and verbal communication skills
- A desire to work here

Desirable qualities

- Knowledge and experience of working in the arts, cultural or heritage sectors
- Experience of working on complex websites driven by content management systems such as WordPress
- A geeky understanding of the sorts of details that make our client base different to most