

# Experienced designer

## The details

### Salary

**£28K – £35K**

We're open to a (realistic) discussions if you feel you are worth more, or if you feel you'd need to work up to this level.

### Location

**Greenwich, London SE10**

We value the benefits of a full-time, studio-based team but we would not rule out other approaches.

### 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**

**Applications close 27th January**

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

Email:

[opportunity@cogdesign.com](mailto:opportunity@cogdesign.com)

## Overview

We're looking for a designer who has the confidence and experience to take on complex website projects (amongst other exciting work).

We all work across branding, campaigns and editorial design but the majority of our work is designing considered, complex websites for theatres, venues and arts organisations.

We don't expect (or need) you to know how to code but we do expect you to know how to turn research and wireframes into stunning, original solutions across multiple screen sizes.

We're expecting to employ someone who thrives under the pressure of a full-time studio position.

We're looking for a confident, articulate, intelligent designer who is equally comfortable talking with clients, project managers and developers.

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

We need someone who knows their stuff and doesn't need to hide behind jargon or rely on templated ideas.

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's it like at Cog?

We are tight-knit, full-time studio-based team plus a network of associates with specialist skills.

Working exclusively in arts and culture, we help our clients to inspire their audiences. You'll be at the heart of the cultural sector, working with an unparalleled portfolio of clients.

We're a well-established agency, consistently in the Top 100 UK design agencies.

Within a generous and supportive team, you'll be given the freedom to make decisions and you'll be empowered to implement change.

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).

## Cog culture

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](http://coglik.es/sign-ups)

We 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.

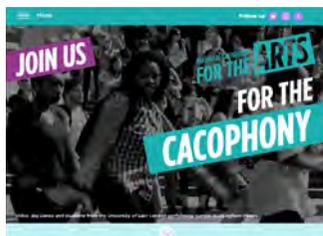
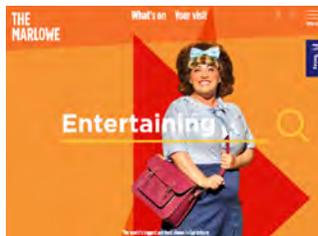
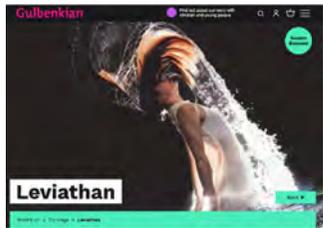
## Our clients

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 / Bournemouth Symphony Orchestra / British Council / Candoco Dance Company / The Comedy Store / Contact (Manchester) / English National Ballet / Film & Video Umbrella / Graeae / The Gulbenkian / Impact / Jerwood Arts / King's College London / Lyric Hammersmith / Making Music / The Marlowe / Orchestra of the Age of Enlightenment / Parasol unit / Rich Mix / Royal College of Music / Selladoor / Society of London Theatre / Soho Theatre / South Bank London / South London Gallery / The Stage / Theatre Hullabaloo** and many more

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## 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.

## Qualities

We're looking for someone who can show us they'd be a great addition to our team. That means:

- A genuine desire to work here
- Skills and experience equivalent to three or more years of working in a similar studio environment
- A varied portfolio that illustrates the ability to:
  - analyse and interpret briefs
  - work with demanding clients
  - design in a creative, innovative way
  - design complex websites with an understanding of content management systems
  - present and articulate ideas to different audiences
  - know the difference between creative and wacky, and when each appropriate
- Ability to effectively manage many concurrent projects; a problem solver who remains calm under pressure
- Experience within a team of designers, project managers and developers
- Excellent written and verbal communication skills

## Desirable qualities

- Knowledge and experience of working in the arts, cultural or heritage sectors
- Experience of leading a creative team
- A geeky understanding of the sorts of details that make our client base different to most