



Experienced designer

We're looking for an enthusiastic, accomplished, experienced designer to join us. It's a big deal for us because we are such a small team. We need someone who can manage their own projects and relishes the opportunity of working with some of the most impressive cultural clients in the country.

Salary

Between £25K and £28K

If you can convince us that you'd bring more value to the role then we'd be happy to listen. If you think you're not quite ready for that bracket but want to quickly grow into it, we can talk about that too.

Location

Greenwich, London SE10

Start date

When you're available

We'd like someone to start in March but rather wait for the right person than rush to employ a compromise candidate.

Applications

CV, folio and short covering letter/email

Explain why you'd be the perfect candidate.

Write to:
Michael Smith
Cog Design
11 Greenwich Centre Business Park
53 Norman Road
London SE10 9QF

opportunity@cogdesign.com

Timings

Apply by Thursday 29th January

We'll be assessing and responding the following week and setting up interviews for the week after.

What you can expect

Cog Design is a great place to work. Our studio has all the things you'd 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).

You'll be working with an award-winning team of some of the most experienced and accomplished creative thinkers and designers in the UK.

You'll be working with a portfolio of clients that includes many leading arts organisations, venues and museums; you'll be at the heart of the UK's cultural and heritage sector.

We support each other as a team but you'll quickly take the lead on many projects and will maintain a portfolio of regular clients.

At Cog, each designer liaises directly with our clients; it is a key part of the job to build and maintain their trust and help us to deliver what they need not (just) what they ask for.

As communicators we believe in clarity. We use everyday English to convey complex messages simply and effectively.

Our team

Cog Design is a full-time team plus a wide formal network of Associates with specialist skills. Our main base is seven people in a large, open-plan studio in Greenwich, London.

In 2014 we acquired the business of the digital agency, Red Leader. That has expended our reach to include a small studio in Berlin and developers in Romania and Ukraine.

We operate a flexible creative structure; everyone has the opportunity to be involved in the creative output of every project. Everyone has to be able to manage their own workload.

We are an agency obsessed with design and culture; that's how we fill our days (and nights). We fund a monthly cultural outing where we review one of the capital's cultural highlights for our website.

For a peek at life in our studio, see our journal and daily visual diary.
cogdesign.com/journal/

For a faster stream of consciousness, follow us on Twitter [@cog_design](https://twitter.com/cog_design).

We firmly believe in the power of culture to transform people's lives, and in the role of public funding for the arts. The only work we do for free is on campaigns to raise awareness, and lobby for greater recognition in education. We never 'free pitch'.

Our clients

We do win awards but our favourite rewards are successful partnerships with happy clients.

We do our best work when partnering with people who are genuinely enthusiastic about their work.

Our clients come to us because we have a twenty-four year track-record of producing stunning pieces of communication. Our clients invest in our service because our designs achieve results.

We work with an unparalleled portfolio of the most impressive clients in the cultural, heritage and education sector.

Our clients include:
Art on the Underground / Arts Council England / The Beaney: House of Arts & Knowledge / British Library / Camden Arts Centre / Cast / The Charles Dickens Museum / Crafts Council / Creative United / Crying Out Loud / Design Business Association / English National Ballet / The Incorporated Society of Musicians / King's London / London Chamber Orchestra / The Marlowe Theatre / Making Music / Museum of London / Musical Futures / Society of London Theatre / Turner Contemporary / UK Theatre and many more



What we need: overview and specifics

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

We are looking for someone to exceed our expectations and challenge our preconceptions. 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.

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

Client liaison and project management are key parts of this job. We don't use project managers or intermediaries to manage our design work, we all talk directly with our clients and we embrace the additional challenges and opportunities that come with this way of working.

Creative

As the very basis of everything we do, we expect everyone in our team to have an enquiring, creative mind. We employ people who think logically and deeply whilst being alert to any opportunity to make interesting connections or push any 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 work with the best printers and we're knowledgeable enough to know how to achieve stunning results. If the job requires a website then we partner with brilliant developers to create the perfect solution. Usually, we work across different media and deliver a package that works, whatever the context or media.

Self-motivated

We assume that our designers are capable and happy to work autonomously. We expect each designer to be able to set their own work-schedule and know when and how to invest their time to ensure that every project is delivered on time and in-budget.

Maintain systems

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

Ability to effectively manage many concurrent projects.

A problem solver who remains calm under pressure.

Excellent written and verbal communication skills.

Desirable qualities

A knowledge and experience of working in the arts, cultural and heritage sectors.



What we do

Working exclusively in the cultural and heritage sector, we distil complex messages into simple, inspired, intelligent communication that demands attention.

We help our clients to communicate more effectively. Some people call that branding or marketing, some use the term design, some think of it as through-the-line advertising. We don't care what it's called as long as our clients are delighted with the results.

