

Position Title	Junior Designer	Date	December 2023
Reporting to	ECD	Department	Creative

Working Relations	
Direct Reports	NIL
Key Internal Contacts	Creative team, Art Directors, Production, Copywriters
External Contacts	Clients, Agencies

About Innocean

Innocean are the biggest agency you've never heard of. With 31 offices and more than 3000 employees in 21 countries. We're the fastest growing agency network in the world.

Opening doors in Australia in 2008 with two foundation clients; Hyundai and Kia. Since 2020 the Sydney business has been on a mission to diversify our roster which now includes FMCG, NGO, Medical, Tourism and Technology brands, not to mention our own Gender Equality not for profit division called Fck the Cupcakes.

We're a proud and ambitious group of over 50 creatives, strategists, account people, technologists, analysts, and producers who work together in a flat and collaborative environment. Building creative solutions across all touchpoints on a consumer's journey with a brand.

We're proudly Korean, uniquely Australian; striving to create a culture that embraces a Korean concept called 'Jeong'. An ineffable but mutually warm feeling of attachment between people who share a relationship and common purpose.

This feeling of connection underpins everything we do. It's how we create bonds between brands and consumers, and between us and our clients. Think of us as an extension of the marketing team. One with strategic, creative and CX capabilities to deliver work that connects across multiple platforms, driving acquisition and retention.

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About the Role

Your main role as a Junior Designer is to create compelling designs that drive results and connect with the intended audience. Primarily you'll be working closely with an art director, copywriter partner, CDs and your ECD to concept, design, and execute innovative visual materials for all your assigned projects, across multiple channels. From day one you'll also be exposed to our clients, where we expect you to connect with and help nurture those partnerships.

Key Result Areas	Duties
Design Development	<ul style="list-style-type: none">• Work with the Senior Designer, creatives, and CDs to develop the design of all creative concepts across multiple channels.• Assist with the design and development of digital concepts and their implementations.• Assist with all design craft including retouching and final artwork.
Design Execution	<ul style="list-style-type: none">• Submits designs to the Senior Designer and CD for review and comment.• Maintain consistently high standards.• Meets creative and design deadlines or secures advance approval from CD if additional time is needed.• Monitor the progress of assigned projects through each phase of development.
Client Exposure	<ul style="list-style-type: none">• Participates in client-agency meetings when appropriate, confidently presenting creative design ideas.• Start to build effective relationships with clients.
New Biz	<ul style="list-style-type: none">• Assists with pitches as part of the pitch team.• Help to create artwork, design concepts and the pitch deck.
Continuous Improvement	<ul style="list-style-type: none">• Stay up to date on industry trends and advancements.• Actively participate in team meetings and share ideas and feedback.
WHS (Work, Health & Safety)	<ul style="list-style-type: none">• It's on you to ensure your work environment is safe, whether you're WFH or in the office.• Follow and ensure your team follows company policies and procedures.

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About You

Personal Specifications	
Qualifications	<ul style="list-style-type: none">• Diploma / Degree or relevant qualifications in design with a strong portfolio or 'book' that demonstrates your design skills
Knowledge, Skills & Experience	<ul style="list-style-type: none">• 1–2 years of experience desired but not essential.• Strong conceptual and design skills, able to build creative and unique ideas.• Multidisciplined to work across a range of media's including Print, Social, Web, EDMs (highly desired), Digital and Brand Development.• Confidence to communicate ideas and sell them to peers and clients.• Flexibility to adapt your ideas to meet client expectations and take on feedback.• Exceptional time management skills with demonstrated experience meeting tight deadlines without compromising on work quality.• Strong skills with design software such as Google Docs and Slides, Adobe Suite including Photoshop, Illustrator, InDesign, and XD as well as Figma.• Technical capabilities in Adobe Creative Cloud (Mandatory). The ability to pick up Salesforce is also highly desired.• Basic knowledge of After Effects would be a bonus, but not essential.• Flexible approach to work, demonstrating resilience and ability to rapidly adapt to change.
Values	<ul style="list-style-type: none">• Proactivity. Humility. Agility. Daring. Don't worry, we dive into these in your welcome pack.
Development	<ul style="list-style-type: none">• Regular appraisals and 360 feedback is important.• So too is being able to check in with your client Partner or management whenever. Their doors are always open, Zoom links always ready.

The Perks

There are a whole range of reasons you would consider working for us, check out the list below:

- Competitive salary
- Regular appraisals and 360 feedback
- Client sponsored benefits
- Floating leave
- Individual Professional development
- Hybrid working
- Progressive parental leave policies
- Pet friendly environment