**Summary/Purpose:**

A designer is an indispensable supporting project team member with a focus on a specific discipline. Project contributions are generally task-oriented, as the Designer will develop initial concepts and refine design iterations for projects in addition to general department duties.

**Reporting:**

Discipline Practice Lead, Overall department leadership

**Primary Responsibilities and Functions:**

* Produces creative concepts for team consideration against the set strategic brief
* Owns and is accountable for assigned projects while understanding timelines and budgets and maintaining quality of output
* Appreciation for working in a collaborative team environment
* Communicating verbally as well as visually, presents design rationale during internal presentations/critiques

**Education/Experience/Skills:**

* BFA/BS (or equivalent experience) in design (specific to each discipline)
* 0-4 years of related experience
* Proficient technical and software skills related to the discipline
* Ability to draw or represent design thinking using the traditional design tools,   
  including hand skills
* Ability to think strategically as well as aesthetically

**Desired Qualities:**

|  |  |
| --- | --- |
| Creativity/Innovation | Influencing/Persuading |
| Partnering (Internal/External) | Team Player (Encouraging and Building) |
| Approachability | Quality Focus |

Flexibility Self-Motivation

|  |  |
| --- | --- |
|  |  |

**Considerations for Advancement:**

*In addition to fulfilling the Interbrand standards for advancement, the criteria below relate directly to this specific position.*

It is generally expected that the team member have experience at this position for 2-4 years before consideration for Senior Designer

Designers must demonstrate a degree of creative vision as well as passion and drive

Designers must consistently demonstrate quality in the work and continued growth   
in their discipline

Designers must demonstrate comfort presenting their work, both for internal reviews and during external client meetings as opportunities allow

Designers must demonstrate exceptional creativity and the ability to generate a high volume of concepts

Signed and Agreed to:

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Sign Date

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Print Name Date