

Frontier is looking for **Intermediate-to-Senior Designers** to join our team!

—

## About Us

[Frontier](#) is a multidisciplinary design office that believes stories inspire positive change. To us, this means creating exceptional brands and experiences with purpose at their core. We work with clients and on our own projects to celebrate BIG—Brave, Imaginative, and Guiding—initiatives leading us toward a better future for people and the planet. It means our work spans all types of design challenges, and we have a pretty deep toolbox with which we approach them.

We [collaborate with organizations](#) to help define their core purpose and long-term ambition. Then we build all the communications tools they need to express that internally and externally—from names and brand systems to websites to exhibitions.

We also do studio-initiated projects centered around publishing media or designing new products. These can be huge efforts that effectively take over our studio (like the [Frontier Tuque](#) or [Live Magazine](#)) or small activities that allow us to express the studio's voice (like participating in [DesignTO](#) or publishing [our newsletter](#) about inspiring stories and people).

We believe this combination of collaboration, content, and product development helps us create better companies, stories, and products because we understand how businesses work from idea to execution. It also makes for a rewarding working environment, because we're constantly approaching new design challenges and learning from each experience.

—

# The Role

We're looking for enthusiastic, independent, self-motivated designers to join our team. In a design role, you'll directly contribute to the development and creation of visual-communication projects, with a primary focus on branding, visual identities, and websites. Proficiency across technical software and working knowledge of detail-oriented design tasks is a baseline for any of our design roles—you will also be expected to develop strategic ideas and bring them to life in novel and exciting ways. You should be comfortable participating in design critiques and giving and taking feedback, as well as be excited to learn from others.

This role reports to Paddy Harrington, Principal Creative Director.

## What You'll Do:

- You'll work alongside other members of the design team leading and/or supporting the development of specific design concepts or project tasks with guidance from senior creative staff. This can include developing and refining visual identity systems, preparing final art, designing presentations, supporting the development of wayfinding systems, and designing brand applications such as posters, brochures/books, business cards, or social assets.
- You'll be expected to communicate with clients, present work, and support project-management tasks as needed.
- You'll participate in weekly studio and project-team meetings, during which you'll share your work with the team and participate in design conversations.
- Based on your experience, you'll help provide guidance and motivation to fellow designers by fostering a healthy and supportive working relationship with teammates and sharing new ideas, references, and examples with others.
- As a small team, our culture is important. We're excited for each member of our team to add to this environment and participate in studio activities outside of regular design tasks.

## Who you are:

- You have experience, solo or as part of a team, leading and/or supporting the development of idea-driven visual identities, websites, editorial projects, and spatial projects for clients, from concept to completion.
- You have experience (preferred) and/or interest in writing design strategy and conducting design research (e.g., interviewing, workshops, facilitation)
- You are an enthusiastic, well-organized, and self-motivated individual with the ability to rationalize and clearly communicate ideas within a design context.

- You are excited to join a small, fast-paced design practice and are comfortable balancing diverse tasks.
- You possess good-to-excellent knowledge of graphic design principles such as typography, visual storytelling, hierarchy and structure, interactivity and web-design principles, and photography/photo editing.
- You have between 3-8 years of relevant design experience, whether working at a studio or as a freelance designer.
- You have excellent knowledge of the Adobe Creative Suite (Illustrator, Photoshop, InDesign), presentation software (Pitch, Google Documents), and Figma.

Nice to haves:

- Experience with motion design and video editing, using software such as Adobe After Effects and Premiere.
- Experience coordinating and producing photoshoots.

—

Accommodations and Accessibility: Frontier provides employment accommodation during the recruitment process. Should you require *any* accommodation, please indicate this in your introductory email and we will work to meet your accessibility needs.

Doing Better: At Frontier, we view diversity as fundamental to the way we work and think. We are always looking to increase the diversity of our team. Groups that are typically underrepresented in the creative field are Black, Indigenous and racialized people, LGBTQ+, women, non-binary people, people with disabilities, and people for whom English is not their first language. We invite you to voluntarily let us know if you identify as being a member of one of these groups. Beyond our hiring policies, we commit to using all facets of our work to support the movements for equity and justice for all people. You can read more about our commitments to Doing Better [here](#).

—

## Job Details & Benefits

What's great about working at Frontier:

- We work with a lot of great clients and companies and value creating meaningful relationships with our collaborators. We avoid working with companies whose values do not align with our own. You can read more about our values and commitments [here](#).

- We do studio-initiated design projects that align with the Media and Products sides of our business. Sometimes these are big projects that take over the studio, like *Live Magazine*, or small projects that everyone participates in, like DesignTO. We host a podcast, publish an online magazine, and create content for our website and social media (which we encourage everyone to participate in).
- We put a lot of effort into creating a work culture that is fun, inclusive, and honest. We hold our work to a very high standard but also make time for activities that take us outside of our day-to-day tasks.
- We have competitive drug and dental health benefits, including a Health Spending Account (HSA).
- We have a parent-friendly workplace and a 80% top-up plan for eight months parental leave.
- Design roles include three weeks of vacation per calendar year.

Our Location: Our office is based in Toronto and we work in a hybrid model. Team members are encouraged to balance working from home with working at the studio, and may be required to come into the office several times a week depending on scheduled team and project meetings. At the moment, we are not considering applicants who are based outside of Toronto.

Compensation: Compensation packages will be commensurate with experience and will be discussed during the interview process. It is expected that annual salaries will be offered in the \$55,000–\$65,000 range.

Applications close: June 2, 2023

—

## Here's how to apply:

Please email your portfolio to [pharrington@frontier.is](mailto:pharrington@frontier.is) with “Designer Job Application” in the subject line, along with a paragraph or two about why you are interested in the role.

Selected applicants will be asked to join a video/phone interview with one of our Creative Directors. *While not all applicants will be selected to go through the interview process, we will do our best to respond to all applicants who apply.*

For the interview, be prepared to discuss:

- Two to three relevant projects, the ideas that informed the work, and how they were realized visually in the final product.

- Your experience working within a design team and/or collaboratively with clients.
- One to two other exciting projects that might not be immediately relevant to Frontier's work but that you are passionate about.

Promising candidates will be invited to have a second interview with another member of our team. The second interview is expected to focus more on the culture of Frontier and whether candidates will work well within our culture.

—