

Frontier is looking for an **Associative Creative Director with brand and web experience** to join our team.

This is a year-long contract position starting October 3, 2022 (covering a maternity leave).

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About Us

[Frontier](#) is a small design office built to deliver a big idea: Purpose-Driven Performance. To us, this means creating exceptional products, brands, and experiences with a meaningful purpose at their core. 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 projects 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.

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The Role

We're looking for an enthusiastic, passionate designer and leader to join our team. In this role, you'll lead the creation and development of visual-communication projects, with a primary focus on brand strategy, brand & visual identity, and website projects. Communicating with clients, motivating and inspiring designers, and navigating client & creative needs are central to this role. You will also be expected to synthesize research, develop new strategic ideas, support the design team to bring them to life in novel and exciting ways, and present ideas and work to clients. You should be confident participating in and leading design critiques, and giving and taking feedback, as well as be excited to learn from others.

This role reports to Paddy Harrington, Founder.

What You'll Do:

- As a member of the senior design team, you'll be responsible for various strategy and design projects where you work alongside other members of the design team to provide inspiration, feedback, and support to develop specific design concepts or project tasks.
- Working closely with a Project Manager, you will be responsible for the successful completion of complex projects in response to clients' needs. This can include determining team resources for a project/task, leading and synthesizing research into actionable design strategy, directing creative work, ensuring final art packaging, and presenting to clients. In addition, you may also execute design work, whether in support of large project teams or as a focused, solo project.
- You'll participate in weekly studio and project-team meetings, during which you'll share work with the team, and participate in and guide the design conversations, and provide creative direction.
- As a team lead, you will be a source of motivation and inspiration for team members to do their best work. You'll help provide guidance and motivation to 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 crafting and directing complex, multi-faceted, idea-driven projects such as visual identities, websites, editorial projects, and spatial projects for clients, from concept to completion.
- You have experience working with teams in a leadership role, and experience communicating with, and managing, clients.

- You are enthusiastic, well-organized, and a proactive individual with the ability to rationalize and clearly communicate ideas within a design context.
- You have experience writing design strategy and conducting design research (e.g., interviewing, workshops, facilitation)
- You have a minimum of 8+ years of relevant design experience, whether working at a studio, in-house, and/or freelance.
- You have experience working with partners such as printers, vinyl installers, signage-installers, web developers, etc.
- You are excited to join a small, fast-paced design practice and are comfortable balancing diverse tasks.
- You have excellent knowledge of the Adobe Creative Suite (Illustrator, Photoshop, InDesign), presentation software (Google Slides, Keynote), and Figma.

Nice to haves:

- Experience with motion design and video editing, using software such as Adobe After Effects and Premiere
- Experience with user experience/user interface for digital design
- Experience coordinating and producing photoshoots

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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 a newsletter, and create editorial 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.

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: Frontier offers a competitive compensation package that can be discussed further in the interview process.

Applications close: August 26, 2022

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Here's how to apply:

Please email your portfolio to both Jessica (jleong@frontier.is) and Tristan (tmarantos@frontier.is) with “Associate Creative Director 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 Jessica and Tristan. *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 and directing a design team and your collaborations with clients.
- One to two other exciting projects that might not be immediately relevant to Frontier's work but that you are passionate about.

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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](#).