

Frontier is looking for a **Junior Graphic Designer with brand and web experience** to join our team. This is a full-time position starting February 7, 2022.

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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, self-motivated designer to join our team. In this role, you'll directly contribute to the development and creation of visual-communication projects, with a primary focus on branding, visual identity, and website projects. Proficiency across technical software and working knowledge of detail-oriented design tasks is a baseline for this role—you

will also be expected to navigate 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 Jessica Leong, Senior Design Lead.

What You'll Do:

- You'll work alongside other members of the design team supporting the development of specific design concepts or project tasks with guidance from senior design 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, social assets, etc.
- 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.
- 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, supporting the development of idea-driven visual identities, websites, editorial projects, and spatial projects for clients, from concept to completion.
- You are enthusiastic, well-organized, and a 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 a foundational knowledge of graphic design principles, such as typography, visual storytelling, hierarchy and structure, interactivity and web-design principles, and photography/photo editing.
- You have a minimum of 1-2 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) and Figma.

Nice to haves (consider applying if you have one of the following):

- Working knowledge of presentation software such as Keynote and Google Slides.
- Experience with motion design and video editing, using software such as Adobe After Effects and Premiere.
- Experience writing for design strategy and participating in design research (e.g., interviewing, workshops, facilitation)

Details

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.
- We have drug and dental health benefits, including an HSA
- We have a parent-friendly workplace with flexible hours and a 80% top-up plan for eight months parental leave.
- This role has three weeks of vacation per calendar year.

Our Location: Our home is Toronto; currently our team is working remotely due to COVID-19. As of this posting, we are planning a return to our office in a limited and optional capacity and will require all members of our team to be fully vaccinated to do so. At the moment, we are not considering applicants who are based outside of Toronto.

Compensation: \$50,000–\$55,000 salary range

Applications close: January 14, 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 “Junior Graphic Designer Job Application” in the subject line, along with a paragraph or two about why you are interested in the role. Jessica and Tristan lead most of the projects at Frontier, and in this role you will work alongside the design team and under their direction. Outside of project-based work, this role will report to Jessica.

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 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.

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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](#).