



# Graphic Designer

## MAIN FUNCTIONS:

Create applause-worthy experiences through your responsibilities as a member of the R+M team in designing and producing strategic communications for clients.

## DUTIES:

Design and execute projects, including interactive, web, print, and social media; to be on-target, effective, emotional, and memorable. Consider design in the context of the larger brand by either creating the framework for design guidelines or working within existing brand standards.

Work well in a team environment, working closely with all cross-functional team members, to produce results. Proactively manage projects to ensure deadlines and budgets are met.

Cultivate long-term client relationships and account activity, directly and indirectly. Gain an understanding of the client's business, landscape, and target audience.

Actively pursue continued learning, development, and research to grow skill sets and knowledge.

Manage vendor and partner relationships.

## QUALIFICATIONS:

### Experience

3-5 years experience working in a variety of tactical executions including interactive, web, print, and social media. Previous agency experience is preferred.

Mastery of Photoshop, Illustrator, and InDesign, with a strong understanding of the rest of the Adobe Creative Suite. Additional interactive programs and video experience are a BIG plus. Experience in G Suite and MS Office Suite is a plus.

### Education

Associates degree required. Bachelor's degree preferred.

### Attributes

Willingness to jump in as required to achieve team success. Ability to multi-task and work effectively against multiple competing priorities. A positive, confident attitude is essential. Ability to make prompt intelligent decisions. Have patience, care, and flexibility in dealing with others. Sense of humor and humility required.

### Physical Effort

For the most part minimal. Requires frequent use of computers and other standard office equipment. Also requires occasional travel and out-of-office visits with clients and/or vendors. Please note R+M values the importance of creating equitable access and reasonable accommodations for qualified persons with physical or mobility limitations.

## DIVERSITY, EQUITY AND INCLUSION:

As a brand experience agency and Certified B Corp, we strive towards building a more equitable, inclusive, and diverse environment for our team every day. We believe that engaging different perspectives leads to breakthrough thinking, fosters more strategic creativity, builds stronger brands, and uplifts employee dignity and belonging.

R+M welcomes and embraces strategic do-gooders and creative spirits from all walks of life. As such, we make recruitment, employment, promotion, and all other people-centric decisions without regard to race, color, religion, national origin, age, sex, gender identity or expression, sexual orientation, physical or mental disability, military status, genetic information, ethnicity, culture, citizenship, family and parental status, socioeconomic status, or personality type.

## BEYOND BASE SALARY:

R+M strives to celebrate our collective success by reinvesting in the people who make that possible. In addition to base salaries, bonuses for full-time employees will be determined based on agency profitability and the overall health of our business. As a B Corp our financial health is shared with our team on a quarterly basis.



## ABOUT US:

R+M creates experiences that get people talking about brands that positively impact our health, well-being, and social responsibility. The agency's whole-brand approach leverages traditional tactics alongside unconventional approaches that connect clients with their customers. Though the agency has garnered its share of local and national recognition, it's most proud of the fact that more than 90% of its growth comes from referrals. It's the result of client partnerships built on trust, going above and beyond, delivering, debating, and respect. R+M is proud to be Referral Grown.