

Graphic, Motion, Web, Social, Digital Production

Junior Designer

Position	Full-time Salary
Reporting	This position reports to the Executive Creative Director
Compensation	\$40,000-55,000 based on experience

Introduction

As a Junior Designer at Grassriots you'll be joining one of the best, most innovative, boundary-pushing digital marketing agencies in Canada. We support high-profile national and international non-profits, charities and social enterprises. At Grassriots your work will have measurable social impact with global reach and influence.

Work @ Grassriots

Our People: We're a dedicated group of folks who are actively helping to make the world better every day and achieve progressive change by working with charities and nonprofits. We come from fundraising, advertising, marketing, nonprofits, CRMs and all across the vast sea we call 'digital marketing'.

Our Passion: We care about a positive and healthy work culture. We help each other out, build each other up, and see collaboration as important as the air we breathe. Some of our clients include Amnesty International, Doctors without Borders, Oxfam, CNIB, Pathways to Education, and Humane Society International

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Our Values: We only work with organizations who are doing work we believe in. Work that is anti-oppressive, changing legislation and policies, and changing hearts and minds, Issues we work with clients on include but aren't limited to food security, human rights, environmental issues and climate change, international disaster and relief, and animal rights issues.

Grassriots is an equal opportunity employer and all applicants will be considered. Folks who come from underrepresented or marginalized backgrounds are strongly encouraged to apply. We are committed to a diverse and inclusive workplace where we learn and work together to change the world. Our staff has racial, cultural, ethno-cultural, social class, sexual orientation, gender, and language diversity, and we are looking for more. We're a better team because of it.

What you'll do

- Reporting to the Executive Creative Director, the Junior Designer will get to work with progressive charities, nonprofits and social sector clients to solve real problems from finding new monthly donors to launching new brands, building awareness to helping target corporate misconduct
- Collaborate with and support the Art Director and work closely with project managers to complete various digital and production design tasks—i.e. feedback implementation, asset preparation and hand-off, etc.
- High quality digital design (static and motion) delivered on time and error-free including websites and landing pages, digital ads, video/gifs, email design, social media content and more
- Implement best practices in design production processes, asset organization, layout, typography, UX principles, and collaboration

Qualifications & Experience:

- 1+ years of experience in a design role
- A passion for digital design, technology and social impact

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- Proficiency in Adobe Creative Cloud (Illustrator, Photoshop, After Effects, InDesign), Figma, XD and/or Sketch (or some proficiency with an eagerness to learn others)
- Ability to work quickly and collaboratively under tight deadlines
- A willingness to learn, a keen eye for detail and commitment to deeply understanding our clients' brands
- Self-driven, inspired, and motivated—we seek people who are purpose driven and excited to use their skills to help change the world

Expectations for the role:

- Animation and design production for digital marketing campaign
- Be a brand steward, ensuring flawless adherence to client brand standards
- Producing assets on time and on budget
- Support business development in creating visually stunning proposals, pitch decks, social media content and other GR marketing materials
- Present creative both internally and to client, maintaining strong client communications and presentation skills
- Participate in internal and external meetings to ensure that creative development is aligned with Grassriots' objectives (resources, budget, strategy, development needs)
- Work collaboratively with the development team to align creative concepts and strategy with development requirements/needs
- Manage multiple concurrent projects with conflicting deadlines, effectively using resources to achieve deliverables and manage competing priorities
- Exercise sound judgement and leverage communication skills to coordinate internally and externally
- Contribute positively to Grassriots culture while adhering to policies and norms outlined in employee handbook
- Be amenable to critical feedback and maintain a willingness to explore new solutions to meet objectives

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Human skills:

Our team members thrive in an open, kind, and collaborative environment. We're low-ego, we have integrity and respect for others and adaptability regarding positions, decisions, recommendations and directions. We're motivated, we're problem solvers, and we're empathetic while doing it. We work hard to apply a diversity, equity and inclusion as well as an intersectional feminist lens to our relationships with each other, our work, and with our clients.

Benefits and perks:

- This is a Full Time position with a salary range of \$40,000 to \$55,000 per annum. The salary range is indicative of our understanding that applicants for this role will have generalist knowledge and an evolving craft as well as a solid portfolio of work but will rely on the ECD and AD for support
- Networking, conferences, and industry learning opportunities
- Less 'traditional' benefits including great snacks, great swag, conferences, office parties, many office dogs, fun Slack channels like #PetsofGR, lots of music and more. (however during the period of COVID-19, we are working from home)
- The position would be located in our east end Toronto office. We all work from the office and are flexible about working from home/other locations with good wifi however during the period of COVID-19, we are working from home

Ready to apply?

To apply, email us at careers@grassriots.com with your portfolio and resume. We love a cover-letter too. Keep it human! Don't be afraid to tell us who you really are.

Only qualified respondents will be contacted.

Need more reasons?

Summer Long-Weekends

In addition, you may take advantage of our Summer Long-Weekend policy, adding a day to each civic holiday weekend.

Progressive Values

We offer the opportunity to wake up every day knowing the work you do is helping make the world a better place.

Equal Opportunity

Grassriots is an equity-seeking organization. People who identify as being from marginalized communities, including women, Indigenous peoples, racialized people, people with disabilities, people identifying as LGBTQ2, and people from low income backgrounds are especially encouraged to apply.

The Best Clients

We work with some of the world's greatest clients: Doctors Without Borders, Amnesty International Canada, Environmental Defence Canada, Unicef, Ecojustice, Cystic Fibrosis Canada, Campaign for Tobacco-Free Kids, Nature Conservancy Canada, Oxfam and more.