

## JOB DESCRIPTION

### **ASSOCIATE CREATIVE DIRECTOR**

There's exciting times ahead at Taxi Studio. With a suite of diverse, brilliant briefs coming at us from all corners of the planet, our studio's growing and we're looking for creative superstars to come along on the journey.

The overall purpose of the Associate Creative Director role is to lead and inspire your team to uphold our creative vision and reputation and cement us as a fearlessly creative alternative to our UK and Global competitors in the minds of our clients, top creative talent and the wider industry.

You will be:

1. The creative account lead – the first port of call for your clients and project team. The creative decision maker (and where the buck stops) with a deep understanding of your clients' businesses and brands.
2. An inspirational team leader – driving and supporting the development of your team, nurturing, inspiring and pushing them to be the best they can be and achieve their creative potential.
3. The focal point for excellence – always striving for better, responsible for ensuring everything that comes from your accounts is underpinned with fearlessly creative brilliance and executed to the highest standard.

You will report directly to the CDs who will regularly mentor and coach you to improve the quality of your output and thinking, as well as agreeing your performance objectives and development needs.

Could that be you? Well, we're a diverse bunch and that means we're always looking for people to enrich our studio with fresh points of view. So it doesn't really matter if you're a quiet crafter, an off-the-wall thinker or both of the above – as long as you're vibrant, an inspirational leader, and eager to collaborate then we want to hear from you.

### **ALLOW US TO INTRODUCE OURSELVES...**

At Taxi Studio, producing work that sets the bar ridiculously high is our creative priority. Be that for breakout brands or global giants, every single one of our superstars has a decisive role to play.

People come to us with awesome creative instincts and an enthusiasm to embrace what we're all about. They leave with a bunch of brilliant experiences; confident in the knowledge they've grown ten feet taller and been part of a pretty special culture.

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So what's our vibe?

It's the sh\*ts and giggles. The home from home. Knowing you've 'got this', but everyone still has your back. Feeling overwhelmingly valued by your team... and all of this is underwritten by 3 core values:

1. Real Relationships – with our people and our clients. We are down to earth and say it as we see it – we value long-term relationships and behave accordingly.
2. Fearlessness – we like to push the boundaries and develop big ideas that transcend specific mediums, blowing our clients' socks off in the process.
3. Fairness – we treat others as we wish to be treated ourselves.

That means that when you work at Taxi Studio you won't just get a competitive remunerative and benefits package – you'll also get to work with people who are as nice and talented as you are.

## **THIS ROLE IS FOR YOU IF...**

**You're currently Design Director level (or above) in a large design agency, servicing global brands across brand, packaging and communications.**

### **You're brilliant at:**

- Planning & Organising: The ability to stay professionally organised on a day-to-day basis, with the ability to act independently; organise your own time and activities and capable of balancing the requirements of different parties.
- Communicating: Both written & oral, outwardly & inwardly facing, confident talking about brands, with a voracious appetite for the latest trends.
- Being responsible & accountable: Able to plan projects and lead teams to deliver creative of the highest quality across multiple projects.
- Being courageous: Confident in your decisions and the ability to sell them in a compelling way.
- Professional Substance: Gravitas and strategic capability across all areas of our offering.

### **You're experienced in:**

#### Creative Leadership

You will have ultimate creative responsibility for multiple client accounts and must ensure that the work produced on those accounts is executed to the highest standard, delights our clients, builds our reputation and wins awards.

You will lead your design team to ensure they develop the highest quality, fearlessly creative and innovative solutions and always strive for better. This will be done by:

- Bringing alive the creative brief and motivating your team to treat each project as an opportunity for award-winning creative.
- Injecting fresh thinking into the concept or pushing the quality of the output, to

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- always deliver the highest standards for the client.
- Confidently calling for a change of direction or further exploration if required to make the work better.
  - Always projecting your credibility and expertise, particularly when presenting design concepts to clients or giving your team feedback.
  - Identifying opportunities to enhance the work by using specialist resources and skills and ensuring the wider project team are also pushing fearlessly creative thinking and execution.
  - Engaging the CDs to seek their advice and creative counsel on key work-streams and pitches.

## Planning

It is your responsibility to keep up-to-date with all creative work on your accounts through regular catch-ups with your team. This will allow you to plan project approaches, decide who will lead each work-stream, input on high level cost proposals and agree which projects require additional support.

You will be responsible for:

- Managing multiple projects simultaneously, taking into account your team's abilities and the resources available, delegating work appropriately to ensure you meet client deadlines and budgets.
- Liaising with the Strategy and Client Service leads to ensure the brief is accurate, your team is armed with all the facts, and you have appropriate resource to deliver creatively brilliant and commercially effective work against client objectives.
- Delegating leadership of appropriate work streams to your Design Director or Senior Designer or another CD (in times of high volume or low capacity) but continuing to monitor the progress of these projects throughout their lifecycle to ensure the work on your account is delivered to the highest standard and your clients are happy.

## Developing your accounts

You will build and maintain strong relationships with key clients and stay abreast of their brand and business challenges and what is happening in their sector.

- Through client exposure, forward thinking and understanding of Taxi Studio's commercial objectives, maximize all creative opportunities and predict new ones.
- Ensure your projects are commercially successful for Taxi Studio and our clients.

## Team Leadership

As leader of a team and key figure in the studio, you will be a role model, inspiring a 'striving for better' creative culture, whilst delivering on our values of real relationships, fairness and fearless creativity. You will do this through:

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## Development

In order to maintain our standards and creative reputation it is essential we retain and develop the sharpest minds in the industry, so you will be responsible for developing a team that achieves their creative ambitions and ours.

- Ensuring you understand the skills, ambitions and passions of each of your team members so that you can spot opportunities to utilize them properly or address areas of development
- Writing PDRs and goals for each member of your team to ensure they develop and progress whilst under our roof
- Deploying your Design Director or Seniors to catch-up monthly with each of your team members to ensure they are making progress against their goals
- Delivering feedback to your team constructively and in a timely manner to keep them motivated whilst getting what you need from them
- Dealing with performance and capability issues within your team, supported by the Management Team

## Mentoring

- Key moments of mentoring or constructive feedback for any member of your team, in line with their development plans
- Nurturing your junior team members and helping them develop key skills and attributes necessary for progression
- Deploying your Seniors to take on aspects of pastoral care to ensure everyone in your team feels happy, supported and listened to

## **HOW WE SAY THANKS**

It's the people that make the studio, so we make sure we reward ours generously. That means when you work with us, you can expect all the usual goodies (breakfast, parties, Friday booze, studio lunches, and all the tea and coffee your heart desires) and then some.

- Generous personal development budget to spend as you wish
- Regular inspiration workshops and tickets to creative seminars
- Competitive salary with annual pay reviews
- Flexible working options
- Bonus of up to 10% of salary
- Enhanced company pension contributions
- Enhanced maternity and paternity package
- Life Assurance
- Private Healthcare
- 23 days holiday (which increases with length of service up to a maximum of 30 days), plus bank holidays, your birthday off, and a Christmas shut down period

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