



JOB DESCRIPTION

DESIGN 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 Design Director is to be responsible for building client accounts and leading creative workstreams. To work closely with the CD's, Client partners, Strategy and Creative teams to produce the best work of their lives that excites and delights our clients.

As second in command your role is to support the CDs in leading, inspiring and motivating the team, upholding our creative vision and reputation to cement us as a fearlessly creative alternative to our UK and Global competitors in the minds of clients, top creative talent and the wider industry.

You will be:

1. The second in command – Reporting directly to the CD, responsible for bringing to life the creative vision, leading projects, building relationships, presenting with aplomb, armed with a deep understanding of your clients' businesses and brands.
2. An inspirational mentor – 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 steward for excellence – always striving for better, supporting the CD to ensure that everything that comes from your accounts is underpinned with fearlessly creative brilliance and executed to the highest standard.
4. Cardinal of communication – a top collaborator with the ability to communicate and work in partnership with all areas of the business. Taking the lead in presenting all stages of the projects process to clients with passion and professionalism.

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, ambitious 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.

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 brilliant at:

Being responsible for leading projects across the business and ensuring that the work produced is executed to the highest standard, delights our clients, builds our reputation and wins awards, reporting to your CD for consultation throughout the project process.

Creative Leadership

Leading your project team to ensure they create work of the highest standard coming with new and unique ideas and motivating the team around you to do the same.. This will be done by:

- Having bags of experience, creating work for global brands down to the smaller independent challenger brands across multiple disciplines.
- Always striving for better. Inspiring the team to go the extra mile with their thinking and executional output.
- Keeping your finger on the pulse staying a breast of an ever-changing creative industry.
- Knowing the difference between a great idea and graphic decoration.
- Leading a team in a positive way the encourages, supports, motivates and inspires them to be the best they can be. Set the example.
- Demonstrating creative flare from initial creative concepts to final execution that solves business problems, delivering commercial success for our clients. Inspiring and nurturing your team to do the same.
- Being a master of your tools, rolling your sleeves up when required and see the opportunities to skill share with team building their abilities.
- Forming part of the 'Holy Trinity' (CS, Strategy, Creative) and being responsible for generating inspirational creative briefs and motivating your team to treat each project as an opportunity for award-winning creative.
- Maximizing creative potential by Injecting fresh thinking into the concept or pushing the quality of the output, to always deliver the highest standards for the client.
- Looking beyond the visual you will be creative with your words too.
- Confidently calling for a change of direction or further exploration if required to make the work better either by yourself or the CD/ECDs.
- Presenting work both internally and externally projecting your credibility, expertise and passion particularly when presenting design concepts to clients or giving your team feedback.
- Identifying opportunities to enhance the work by using specialist resources and skills external of the business.
- Arranging regular catch-ups with the CD or ECDs to seek their advice and creative counsel and keep them up to speed.
- Supporting the CD/ECD by leading project case studies, developing the case study narrative and visual assets, working with the design and realisation team to produce world class case study imagery.

Planning

It is your responsibility to keep up-to-date with all aspects of the projects you are leading. This will allow you to plan project approaches, input on cost proposals and agree which projects require additional support from the CD and/or specialist resources and skills. You will be responsible for:

- Managing and leading multiple projects simultaneously, taking into account your team's abilities and the resources available, delegating work appropriately to ensure you meet client deadlines, budgets and our quality standards.
- Liaising with the Strategy and CS 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.
- Being flexible and adaptable to a growing business and changing business demands.

Team Mentor

As key figure in your team and 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:

Development

- Catching-up with your CD regularly to ensure you understand the evolving skills, ambitions and passions of your team members so that you can spot opportunities to support their development.
- Agreeing with your CD how you will support them in developing the team and meet their pastoral needs to ensure everyone in your team feels happy, supported and listened to – e.g. monthly catch-ups or dedicated coaching.
- Delivering feedback to your team constructively and in a timely manner to keep them motivated whilst getting what you need from them.
- Escalating any issues, concerns and feedback to the CD.
- Nurturing your junior team members and helping them develop key skills and attributes necessary for progression.

Mojo Maker

As a leader in the team and the studio, you have a responsibility to demonstrate, encourage and uphold a positive can-do attitude. You will do this by:

- Approaching any challenge with passion, energy and enthusiasm.
- Delivering solutions not challenges.
- Observing your team and acting timely with support.
- Reporting bumps in the road to your CD in a timely manner.

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 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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