

## 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 support the CD in leading and inspiring the team, upholding 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 second in command – deputising for the CD, leading projects, building relationships, 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.

You will report directly to an CD 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 through your annual PDR.

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.

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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 brilliant at:

- Planning & Organisation: 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.
- Communication: Both written & oral, outwardly & inwardly facing, confident talking about brands, with a voracious appetite for the latest trends.
- 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'd get a kick out of:

### **Creative Project Lead**

As well as supporting a CD on their projects, you will be responsible for leading projects across multiple 'A' and 'B' clients, 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.

### Creative Leadership

You will lead your project 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.

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- Injecting fresh thinking into the concept or pushing the quality of the output, to 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.
- Arranging regular catch-ups with the CD to seek their advice and creative counsel and keep them up to speed.

## 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.

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 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.

## **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 coffees 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.

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## 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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