**Junior Visual Designer**

To build world-class digital services we need to build a world-class design team and we’re looking to hire junior designers to join us.

This is the ideal opportunity to gain experience working on large digital products used by millions of people. Let's be clear about the impact of your work, making better digital services has a positive impact on the lives of millions of people in the UK every day.

Assisting Senior Designers and working to extremely high standards this role will be responsible for producing design concepts for digital services, working with front end developers to implement those concepts, ensuring all output, internal and external, is well designed and user focused.

The ideal candidate will have a degree in design or similar, have a love of the web and its possibilities, a passion for design and its history and an understanding of how form and function work together. You will proactively seek new learning opportunities and welcome constructive criticism of your work.

Take 5 minutes to read our Design Principles to see how we think <https://www.gov.uk/designprinciples>

###### JOB DESCRIPTION - MAIN DUTIES OF THE POST

* Producing design concepts for digital services often working to very tight deadlines
* Design reusable elements of a digital service to drive up a consistent user experience
* Designing and creating communication material ensuring all elements are well designed, consistent and user focused.
* Deliver finished designs that meet web standards, ensuring that key elements for government such as accessibility are built into designs from the outset
* Work as part of a multi-disciplinary team including other designers, developers, content designers and product managers to deliver highly user focused and successful services

###### PERSON SPECIFICATION - COMPETENCES/SKILLS REQUIRED

**Leading and Team working**

**Essential**

* Builds on the inter-dependencies and relationships between teams to create a common purpose
* Co-ordinates and monitors team performance, utilising team diversity to maximise effectiveness

**Desirable**

* Clarifies and communicates team objectives, bringing a broader perspective to a team so that it can focus on different delivery approaches

**Managing and Valuing People**

**Essential**

* Uses regular performance assessment to focus on the delivery of objectives and provide or gain timely and constructive feedback to agree development plans
* Values contributions from everyone, rewards productive behaviour and promptly addresses any poor performance

**Desirable**

* Ensures equal access to learning and development opportunities to enable all people to realise their full potential

**Analysing Evidence and Thinking Strategically**

**Essential**

* Identifies hidden or emerging issues and proposes decisive strategic action
* Probes evidence to identify strategic trends and links
* Analyses evidence from diverse sources to generate robust solutions and make timely decisions

**Managing and Supporting Programmes and Projects**

**Essential**

* Contributes to the development of business cases, and programme and project planning
* Ensures efficient and effective use of resources to deliver programmes and projects on time, within budgets and to agreed quality standards

**Desirable**

* Manages across boundaries to ensure delivery of benefits and sharing lessons learned

**Managing Finance and Resources**

**Essential**

* Complies with guidance on finance policies and applying procedures correctly
* Controls budgets effectively, estimating, forecasting and monitoring resource usage to ensure that plans are kept on track

**Desirable**

* Advises on future resource requirements and assessing the implications of changing demands

**Focusing on Customers and Stakeholders**

**Essential**

* Invests time to understand customer and stakeholder expectations and priorities, developing services to meet those needs, including when they change
* Anticipates and manages problems, brings issues and conflict into the open and takes pre-emptive action
* Identifies and introduces improved services to deliver customer and stakeholder requirements

**Communicating and Marketing**

**Essential**

* Works with experts to ensure that diverse audiences can easily understand complex information
* Proposes ways in which communication and marketing can add creative and innovative impact
* Establishes systems and processes which enable effective information sharing

**Specialist Skills / Expertise**

**Essential**

A degree in design or equivalent qualification  
Proficient in Photoshop and Illustrator.

A good basic understanding of good typography.

Time management skills and a proven ability to deliver to tight deadlines

**Desirable**

A good working knowledge of web standards and trends but able to form your own opinions.

A demonstrable passion for the web and its possibilities, you’ll have a love of design and its history.