**Company:** [Axiom Global](https://www.axiomlaw.com/)

**Location:** HQ is in New York, NY but they are a global company

**Remote:** Yes, anywhere in US

**Visa Support:** No

**Role:** Senior UX Designer

**Compensation:** $140k + 10% bonus + options

**Hiring Manager:** [CJ Saretto](https://www.linkedin.com/in/cjsaretto/), SVP, R&D

**About:**

Founded in 2000, Axiom is generally regarded as the highest-profile New Law brand in the global market. They provide tech-enabled legal, contracts, and compliance solutions for large enterprises. Its solutions combine legal experience, technology, and data analytics to deliver work in a way that dramatically reduces risk, cost, and cycle-time. The firm comprises 2,000-plus lawyers, professionals, process engineers, and technologists who serve over half the Fortune 100 across 15 regions and three centers of excellence globally.

**What is exciting about the company or opportunity?**

Axiom is a successful company that has been around for 22 years.  They are a fully white glove service that matches legal expertise to client needs.  They have averaged 22% in revenue growth since they were founded in 2000 and have proven to be recession proof, having gone through two.  They are a legal consulting firm but if they were considered a law firm, they would be 10th in the world size-wise, due to the number of attorneys they have consulting with them.

In the past 4 years, they have begun to modernize their services and have been building an R&D org, including Design, Product Management, and Engineering, to support new initiatives.  Their major initiative that they believe to have exponential impact on their growth is to create an [Upwork](https://www.upwork.com/)-like marketplace for their legal talent.  CJ Saretto is building and leading this team as they begin to discover what this product will look like.  He is currently hiring a Director of User Experience to work closely with him in researching and defining the product roadmap as well as 1-2 more Senior UX Designers to own the design of this platform.

**Hiring Manager Notes:**

* They were going to IPO 2 years ago, took private equity offer from Permira instead
* Revenue is not public but 2021 was about $400m
* As they’ve grown, it’s been very difficult to run their business by using off the shelf tools, like Bullhorn.  They need a much more tailored solution to their business model and the ability to track the work history and success of each attorney’s projects.  In addition, they want clients to be able to “shop” for talent themselves and reduce the length of the sales process from 90 days (current white glove approach) to 2 days.
  + The Talent Platform is the piece of software their team is building to solve the problem. Current state is more like LinkedIn where lawyers can manage their profiles.  Looking to expand this to more of a marketplace.
  + Want to develop a way for lawyers to search for work, rather than just being matched.
  + Develop AI tools for recommending work to lawyers and lawyers to jobs
  + Trying to find product market fit, looking for design expertise to help define this
  + 4 years ago, it was spreadsheets, a bad instance of bullhorn, bios, resumes.  They’ve since built all their tools they use currently internally.
* As one of 2-3 Senior UX Designers on the team, you will have major ownership of the design and implementation of this new platform that will dramatically change the way the company does business.  This is a huge opportunity for impact, ownership, and career growth.

**R&D Team Details:**

* 25 people, current round of hiring will be at 35
* Design team: Currently 1 UX Designer, 1 Content Writer. Hiring a Director of UX and 1-2 more UX Designers.

**Interview Process:**

* Initial conversation with CJ
* Group Portfolio Review
* Interview Loop

**Company:** [SeekOut](https://seekout.com/)

**Location:** Bellevue, WA (remote or hybrid okay)

**Role:** Sr UX/UI Designer

**Compensation:** $130,000-160,000 + equity

**Hiring Manager:** [John Tippett](https://www.linkedin.com/in/johntip/)

**About:**

SeekOut gives leading enterprises the power to understand the talent landscape and discover, engage, and hire diverse and hard-to-find candidates. We do this by building the most advanced candidate search engine and innovating to meet the the needs of our recruiting customers.

In just over three years, we've achieved product-market fit and are recognized as an industry leader with 400+ customers including Twitter, Amazon, Microsoft, and Lockheed Martin. We're also the rare startup that has reached profitability at a very early stage. We have a bold vision to transform talent processes and have raised a Series B round in March of this year.

**Hiring Manager Notes:**

* Looking for someone to be hands on and excited about designing for their current product and two in beta.  Not looking for an architect or strategy focus yet—just need great hands on designing right now.  Huge opportunity to grow into more architecture in the future.
* Must have B2B design experience, not just B2C.
* Currently working in Adobe XD but are moving to Figma.  Either would be great to have.
* They have one profitable product currently, their search function, and are building out two more that will increase their offerings to not just job seekers but currently employees of a company, focusing on retention and promoting from within.

**Design Team Details:** 1 other Product Designer but more junior.  Looking for this designer to provide strong leadership and best practices/process for the team.

**Interview Process:**

* Screen with an internal SeekOut recruiter
* Screen with Hiring Manager
* Interview loop

**Job Description:**

At SeekOut, great design and user experience are key to our mission of empowering recruiters to understand, find, and engage the talent that can drive their business forward. We are a highly collaborative team that values design as an integral part of the product and engineering effort. We aim to bring clarity to challenging tasks, creating tools and experiences which are useful and delightful. This role could be located in the Seattle area or remote – although we have a strong preference for in-person design collaboration once it's safe for us to work in the same physical space again.

**Responsibilities**

* Play a leadership role in defining the UI/UX for current and future products from SeekOut
* Deeply understand our customers' needs and goals – even those they aren't yet able to verbalize
* Define and refine our overall design standards
* Create high-fidelity design prototypes to gather feedback
* Build experiences that deliver the technical complexity of our products in a package that's ease of use is unparalleled
* Help refine and support adoption of our design standards, patterns, and UI components
* Help bring forward the team's best work through thoughtful collaboration

**Requirements / Things you bring to the role:**

* 4+ years of experience designing the UI/UX for web-based applications from initial concept through first release, and then the updates; we'll want to see this portfolio
* Deep ability to understand users, their pain points, their goals
* Experience with designing and creating UI/UX for at least some of the core components of our product: Search, Data Visualization, AI, and/or HR Tools
* A well-versed storyteller with strong presentation skills to bring the team along with the vision for your framework and the "why" behind your designs
* Curiosity
* Strong attention to detail
* Ability to drive to success despite ambiguity, within the context of a fast-paced, dynamically growing startup environment

**Additional Information:**

In addition to competitive base pay and equity, SeekOut offers great benefits including company provided health coverage, transportation subsidies, 401k, education budgets, ability to work remote, onsite parking (post-COVID), wellness dollars, snacks/lunches, and more!