



DESIGNER

TITLE TBD*

THE CRISIS

We are in the midst of a narrative battle over the public’s basic intuitions about crime and punishment,

and what it will take to achieve public health and safety.

OUR MISSION

For half a century, pro-carceral interests have controlled the narrative Zealous is a national media, education, and advocacy initiative working to topple the imbalance of power, voice, influence, and control over criminal justice media and policy. To do so, Zealous supports local coalitions of current and

future public defenders and social justice leaders, community organizations and organizers, and people with direct experience to harness the arts, storytelling media, messaging, and technology. **The ultimate goal: transformative and enduring policy change to end mass criminalization.**

THE WORK

Zealous has developed a range of first hand, story-driven arts advocacy projects, including in: **Michigan** (solitary confinement), **Texas** (pretrial detention), **Louisiana** (fines and fees), **Chicago** (decarceration), **Miami** (decarceration), **Prince George’s County, Maryland** (prison accountability), **New York** (defunding NYPD) and **Oregon** (retroactive justice). Zealous has

also designed physical experiences, including **Zealous’ launch event**, the **Chicago Transformation Collab**, and in person events for the solitary confinement project, **Silenced**, including a **Zine**, an **exhibition** at the Broad Museum of Modern Art, and a **workshop and gallery walk** at Lincoln Center.

THE RECOGNITION

These projects have not only proven to be a success in advocacy movements, but also have achieved great recognition in the art and design world. We are proud to have received the **Communication Arts Best-In-Show Interactive Award** and 5 **Anthem Award** Gold Medals, along with special mentions and shortlists in various other major arts platforms.

At Zealous, arts are integral to this work and our process. We have been endeavoring to push the boundaries of design and justice. Artists are thought partners from the very beginning.

THE POSITION

Zealous is looking to add an exceptionally creative and talented designer with strong animation and illustration skills to co-lead visual and experience design across Zealous’ national and local campaigns, events and trainings, and on and offline media

advocacy projects across the country. In addition, the designer will collaborate with in-house and external artists, thinkers and community members to strategize and manage the various creative initiatives across the organization.

ESSENTIAL DUTIES

VISUAL AND EXPERIENCE DESIGN:

Providing high-level design and artistic insights, strategy, innovation, implementation, experience, and creative leadership for all Zealous work—on and offline—including trainings, events, educational materials, campaigns, technical support, and traditional and new media advocacy.

Imagining, creating, iterating, and implementing illustration and animation styles to expand the artistic voice of Zealous, translating legal issues into engaging impactful experiences.

Collaborating to refine the artistic vision, messaging, copy, communications, and other language in all forms of Zealous advocacy—internal and external.

Amplifying campaigns, stories, and messages, and creating content for social media on behalf of Zealous and the campaigns and projects Zealous launches.

PROJECT DIRECTION:

Developing and implementing clear, transparent design processes.



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EXACT TITLE TBD*

**ESSENTIAL
DUTIES**

Managing, collaborating, and communicating with internal team members working on projects with design elements to ensure efficiency and transparency with process, feedback and deadlines.

Working in close partnership with external creative partners (design agencies and individual contractors), to ensure timely delivery of high quality work, proactively providing strong feedback in a way that is accessible and can be implemented, while still providing sufficient independence for creativity and implementation.

Assessing internal needs and co-leading the development, hiring, and supervision of a robust design internship and design student externship program at Zealous, building creative capacity for internal and external projects.

Collaborating with selective production agencies to coordinate file types and printing of high quality assets for campaigns and events.

**KNOWLEDGE
AND SKILLS**

BA/BFA required. Advanced degree preferred.

4+ years work experience working at an agency or branding studio.

Proven excellence in a range of illustration and animation styles demonstrated through a visual portfolio.

Knowledge and fluency in a range of other media techniques, specific to brand design, UX design, exhibition design, and social media marketing.

Fluency in technological tools like Figma, Adobe Suite, Squarespace, Readymag, Webflow, Canva and other visual design programs.

Basic knowledge of HTML, CSS and Javascript is a plus.

Experience directing and managing successful design and experience projects and campaigns from start to finish.

Strong work ethic and dependability, including demonstrated ability to work independently and in a remote workspace.

Experience collaborating with a team and managing co-creators, including remotely.

Entrepreneurial skills and a vision to take the organization to the next level of social justice reform.

Curiosity to learn about criminal justice issues and lifting up unheard voices.

ORGANIZATIONAL RELATIONSHIP:

Works in close collaboration with the Design and Experiences Manager of Zealous. Reports to the Executive Director of Zealous.

WORK ENVIRONMENT:

May live anywhere in the United States. Occasional Travel.

SALARY AND BENEFITS:

\$75,000-\$100,000 depending on experience.

CONTACT:

To apply, please send a resume and portfolio of work to careers@zealo.us.
