



OVERVIEW OF ZEALOUS

Zealous is an award-winning national advocacy and education initiative working to topple the historic imbalance of power over criminal justice media, narratives, and policy. Since 2020, Zealous has done this by supporting, organizing, and skilling up coalitions of public defenders, advocates, and people with direct experience to harness the power of media, technology, storytelling, and the arts to tell more compelling stories and work better together.

With our growing design team, we have been endeavoring to push the boundaries of design and justice by bringing in designers and artists as critical thought partners at the start of each project. Some of the forward-facing work (created in-house, as well as in partnership with external collaborators) are: **Decriminalize Poverty, End Torture Now, Felony Murder Reporting Project, This is Defense, Drug Test Innocence, Violence Interruption, CourtWatch.org, Still In Prison, This is Freedom, Advocacy Through Walls, Chicago Transformation Collab, We Have Rights.**

These projects have not only proven to be a success in advocacy campaigns, but they also have achieved recognition in the art and design world. We are proud to have received the **Communication Arts Best-in-Show Interactive Award** and **8 Anthem Awards**, along with special mentions and shortlists in various other major arts platforms.

POSITION DESCRIPTION: SUMMARY

Zealous is looking to add a senior designer specializing in interactive web experiences and digital design to join our remote team. Our senior digital designer will have an opportunity to diversify their design skills across Zealous' national and local media advocacy projects. This role will require a deep understanding of brand and UX design process, a willingness to work collaboratively with our internal teams, external artists, partners and community members, the ability to provide critical feedback on visual design and processes of internal design team's work, and the capacity to be hands on in the design, execution and presentation of a vision to our local and national partners.

ESSENTIAL DUTIES

DIGITAL EXPERIENCE DESIGN

- Bringing a project vision to life and providing artistic insights for all Zealous work—on and offline—including trainings, events, educational materials, digital campaigns, technical support, and traditional and new media advocacy
- Imagining, creating, iterating, and implementing unique identity styles to expand the artistic voice of Zealous, translating legal issues into engaging, impactful experiences
- Ensure consistency, accessibility and quality of digital campaigns across all touch points
- Collaborating to refine the artistic vision, messaging, copy, communications, and other language in all forms of Zealous advocacy, internal and external
- Confidently and eloquently presenting creative work and leading ideation sessions with external partners and project teams

PROJECT MANAGEMENT

- Developing and implementing clear, transparent design processes and project timelines
- Coordinate efficiently between design, tech, and strategy teams to bring to life dynamic work for our partners
- Working in close partnership with external creative partners (e.g. design agencies and individual contractors) to ensure timely delivery of high-quality work, proactively providing comprehensive feedback in a way that is accessible and can be implemented, while still providing sufficient independence for creativity and implementation
- Collaborating with selective vendors and production companies to coordinate file types and printing of high quality assets for campaigns and events

OTHER DUTIES

- Other duties as assigned
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**SENIOR
DESIGNER**

KNOWLEDGE, SKILLS AND ABILITIES

- 4+ years experience in Digital Design (Websites, Social Media, etc.) Relevant education is a plus, but not required
- Experienced in driving projects, distilling complex ideas and technical concepts into succinct, consumer-facing interactive user experiences from start to finish
- A deep understanding of user-centric design processes and methodologies. Experience implementing digital solutions in physical space is a plus
- Mastery of the Adobe Creative Suite, Figma, and all other relevant tools
- Experience in web platforms like Readymag, Webflow, Squarespace, etc.
- Basic knowledge of HTML, CSS and Javascript is a plus
- Additional skills like illustration or animation is a plus
- Strong work ethic and dependability, including demonstrated ability to work independently, collaboratively with diverse teams and in a remote workspace
- Strong organizational skills to juggle multiple tasks within the constraints of timelines, both independently and in collaboration with partners
- Curiosity to learn about criminal justice issues and lifting up unheard voices
- Willingness to work in a creative, energetic start-up environment

ORGANIZATIONAL RELATIONSHIP

Reports to the Design and Experiences Director of Zealous. Works in close collaboration with the design team at Zealous.

WORK ENVIRONMENT

Remote, may live anywhere in the U.S. Willingness to travel as needed.

SALARY AND BENEFITS

- \$75,000 to \$95,000 base salary depending on professional and lived experience, skills, and education relevant to the position
- Comprehensive medical, vision, and dental insurance
- 60 days of paid leave for any qualified leave under the Family Medical Leave Act (FMLA)
- Employee Assistance Program offering 5 free counseling sessions, on-demand counseling, financial and legal support, among other services
- 403(b) retirement plan with guaranteed employer match - 100% of the first 4% and 50% of the next 2% of contributions (up to 5% of your salary). Immediate vesting in all employer matches.
- \$1,500 tech / home office stipend
- Up to \$150 monthly reimbursement for phone and internet expenses
- Support of work / life balance through unlimited paid vacation time, at least two weeks a year of office closures in addition to 12 paid holidays, 12 Wellness (sick) Days, Wellness Fridays (office closes at 2 pm every Friday), and a \$125 monthly wellness stipend

APPLICATION REQUIREMENTS

Please submit a portfolio (PDF or website), cover letter and resume for consideration with the specific job title in the subject line to careers@zealo.us
