

## Avaaz position description: Senior Designer

### About Avaaz

Launched in January 2007, Avaaz.org is a global online campaigning organization that brings people-powered politics to international decision-making. Avaaz has grown to more than 10 million members worldwide. We use the latest techniques in online and offline organizing, lobbying and fundraising to rapidly mobilize large numbers of people, and to effectively impact pressing global issues like climate change, human rights, poverty and corruption.

Avaaz has been featured in dozens of major media outlets across Europe, Asia and the Americas. The Avaaz community has played a central role in global and national mobilizations around climate change, Burma, the Arab Spring, anti corruption and many other campaigns. For more information see [www.avaaz.org/en/highlights](http://www.avaaz.org/en/highlights).

### Job Description

This is an all-purpose design and creative role requiring a talented candidate to take the lead in creating and stewarding the look, feel and usability of Avaaz.org. Primary day-to-day work would focus on design and maintenance of Avaaz's constantly evolving websites, creating new tools and pages, designing material for offline campaigns (posters, billboards, newspaper ads, stickers, banners etc), and creating images for use in online campaigns (on website and in emails). Other responsibilities might include designing new print materials, video, motion graphics, etc; and design of backend tools to make them more user-intuitive for the online team.

### Required qualifications:

- Web design: ability to produce high quality designs for the web, including website pages, forms and online tools such as counters.
- Advertising creative: ability to work with campaigners to develop cut-through advertising concepts and execute them expertly. Design pieces will predominantly be large newspaper advertisements, but will also extend to billboards, online ads etc.
- Project management: work with campaigners to develop timeline and resource schedules to ensure projects are delivered to schedule.
- Photo post-production: ability to select and curate high quality images, touch up images for the Avaaz site and design composite images.
- Print design: ability to lead graphic design of print materials such as an annual report, campaign materials, and merchandise.

### Helpful qualifications:

- UX experience and instincts: understanding the importance of usability and having an eye for adjustments in the user-flow that could improve website metrics.
- Video: ability to lead creative concept development, storyboarding, filming and editing of videos and TV commercials.
- Motion graphics: develop professional and creative motion effects for our videos and TV commercials.
- Flash or Java: ability to develop basic flash or java would be favorable.

**Required experience:**

- Strong portfolio of work demonstrating a high degree of creativity, diversity and productivity.
- 2-5+ years experience in a commercial graphic design role or equivalent freelance experience.
- Expert user of Photoshop, and to a lesser extent In-design.
- Intermediate online skills – understanding of HTML, CSS.
- Excellent written and verbal communications skills; pro-active team player.
- Demonstrated ability to handle multiple, sometimes shifting priorities.

Fluency in English is needed. Fluency in other languages an advantage. We would particularly encourage applications from people with roots outside the English speaking world or in the “global south”.

**Location**

Avaaz is a virtual organization, with most of our work done over email, telephone, Skype and video calling. We have global team retreats three times per year. Our staff – a small team of less than 30 - are currently based in a number of cities around the world. Team members are free to work from anywhere in the world, or from existing Avaaz offices. Avaaz covers office costs, either to establish a home office or to rent one. We also support staff to house themselves in large partner organizations (such as Oxfam) when appropriate.

**Compensation and Benefits**

A competitive non-profit salary is offered, varying with location and experience. Benefits also range with location, but include 4 weeks paid vacation per year.

**To Apply**

Interested candidates should apply via the web form [http://www.avaaz.org/job\\_application\\_form](http://www.avaaz.org/job_application_form)