

JUNIOR CREATIVE / EXPERIENTIAL DESIGNER

Your role will be to support a vibrant and ever-growing event design agency dreaming and delivering captivating concepts which ultimately bring joy to both our clients and the end users who get to enjoy them IRL.

We are a friendly and fast paced team, and you'll have the opportunity to work across a range of projects for a huge selection of brands, helping to develop concepts across pitch presentations, and sourcing and creating props, set dressing and styling on site.

You'll be hugely passionate about what you do and be excited to further develop your skills within a vibrant agency environment.

ABOUT US

We are a new-generation, multi-discipline, experience design studio... and if you were wondering what that means; well, we create brand experiences which dabble in food and drink, crafts, set design, aquatic plants, sandcastles, flower pressing, glass blowing (you get the idea) to build unique experiences, that matter.

We do not believe in "one size fits all" propositions and think that good design doesn't always have to be serious to get serious results.

We work with commercial brands to produce experiences which crescendo their marketing calendars. We love what we do, and that passion shows right through the design process and into all physical touch points. We join the dots between an array of talented people to create immersive experiences, whether that's a mailer on your doorstep, a VIP retail workshop or an all singing all dancing event! Our clients include big names such as Nike, eBay, Longchamp, Spotify, Rimmel, Penhaligon's and Selfridges.

We are a young team based in London who put people first and promote a friendly atmosphere. We work hard, we've got each other's backs, we like to have a laugh, and ultimately, we are looking for strong teammates who are looking to build upon the successes we have already had and takes us to new lofty heights!

Heaps + Stacks is an equal opportunity employer, committed to creating a diverse, neurodiverse, and inclusive environment, where all applicants will receive equal consideration regardless of race, ethnicity, religion, gender, sexual orientation, age or disabilities.

We are SO proud to be B Corp certified. We are part of a growing group of companies championing conscious business practices by prioritising purpose as well as profit. B Corp (in a nutshell) envision a global economy that uses business as a force for good! Pushing for positive change has been a critical part of our company's growth and success – if we can make it better, more robust and more green - we will. Now we are certified our aim is to be the very best creative partner for brands that want to achieve fabulous creative but not at the earths expense.

OUR VALUES

- **IMAGINATION** - We dream big.
- **JOY** - We believe in the power of fun.
- **PROGRESSION** - We never stand still.
- **CARE** - We are considered.

WHO YOU'LL BE WORKING WITH:

- Line manager: as Junior Creative you will report to a Creative Lead to feedback on day to day successes, developments as well as any challenges along the way.
- Working with producers, brand designers, creatives and external suppliers

WHATS EXPECTED:

- Dream up experiential ideas that bring joy to our clients and the guests
- Using innovation and trends to make projects relevant to the now
- Gather original visual references that will create a rich creative output
- Able to dissect and answer client and internal briefs
- Present ideas and designs clearly and accurately through digital or physical presentations which include enticing copywriting, killer art direction and beautiful layouts
- Communicate ideas confidently to clients and other team members
- Specify sustainable and relevant materials and accurate sizes for set build items
- Source, purchase and organise props
- Keep to set deadlines, timelines and budgets
- Communicate project status clearly with team
- Support creative line manager across their larger scale jobs
- Lead the creative on small scale jobs
- Collaborate closely with producers and brand designers
- Lead onsite styling for small jobs and assist onsite for large scale jobs
- Support on de-rigs and unpacking projects
- Supporting on finding appropriate suppliers to bring ideas to life (artists, stylists, makers, florists etc)
- Support on marketing output for the business
- Help keep the studio tidy and looking ship shape
- A hunger to learn new skills
- Bring energy to the studio and play an active part in creating a positive and caring studio culture
- Bring passion and your personality to the studio and your work

WORKING WITH US:

We love energy. Change is a certainty – so you'll need to adapt and be agile. We want you to challenge the status quo, innovate and be open to trying new things. We're always pushing boundaries. We empower our people, giving them freedom and autonomy to learn and grow in their roles.

MORE ABOUT YOU:

- A collaborative approach to projects and experience working within a busy agency
- Proficient In-Design, Photoshop and Illustrator
- Sketchup skills / graphic design skills are a bonus
- Strong visual eye and art direction skills
- Interest in cultural trends
- Excellent communication skills to interpret and negotiate briefs with clients and the internal team
- Good presentation skills and the confidence to explain and sell ideas to clients and colleagues
- Time management skills and the ability to cope with several projects and deadlines at a time
- Accuracy and attention to detail when finalising designs
- Engaged in cultural trends

SALARY & TIME COMMITMENT

This role is predominately office based (we imagine at least 3 days of your time would be in the office) and we are ideally looking for someone to work full time.

Salary would sit at £25,000+ depending on experience.

Please note we review salary regularly to make sure the team move in line with the business as well as their individual efforts!

WHAT YOU MIGHT HAVE DONE BEFORE:

To be considered for this position we are looking for candidates who have at least 1 year agency experience and examples of event, experiential or spatial design work. We are looking for experience in delivering integrated campaigns involving events, knowledge of the whole creative process and the ability to interpret a brand and develop creative concepts.

WHY JOIN US?

- Collaboration – As pretty much all of our projects include site visits, handling of physical items, deliveries and face to face brainstorms, we recommend 2-3 days in the office per week for collaboration, to get the best results. Tuesdays are days we ask people to come in, and we've realised that 2-3 days per week in the office is the average that people come in and that works well.
- Flexi working times– The team can work their 7.5 hours with a start and finish that suits them. This is completely up to the team member to decide on their own accord but of course altered working hours must not disrupt the wider team or the paying client.
- We have meeting free Fridays to give the team time to wrap up their work as well as a good amount of time, uninterrupted, to get stuck into deep work.
- Training – We are proud to offer training to all employees including group training days with varying themes and topics as well as offering employees further training to upskill for the maximum value of £500 per year.
- Duvet Days – Our team have 2 duvet days per year. A duvet day can be taken whenever you need a day off at random and you haven't already requested annual leave. Maybe you've just woken up and feel like you need to be alone or you're super tired and just want to curl up on the sofa. These days are for you.
- Culture & Care Consultant – In our team, we have got a psychologist and coach who is here for you to book 121 sessions to talk through mental health, personal and professional goals, professional roadblocks... You name it.
- Reading week – We're big on learning and development at Heaps + Stacks so in January we host an annual 'reading week' where we have half the week off to get stuck into business books (bought by the company), or just any book really that will strengthen what you do and how you do it!
- Volunteering day - We offer employees up to 2 days per year of volunteering on company time, and the company donates £10,000 to charities every year.
- Holiday - we offer 25 days annual leave per year and after an employee has completed two years working at Heaps + Stacks you are entitled to one day extra holiday per year for each additional year of service, capped at a maximum of 30 days holiday per year (excluding Bank Holiday and National Holidays).
- After three years of service with Heaps + Stacks, employees are entitled to a one off, £1000 bonus.
- After five years of service with Heaps + Stacks, we offer employees the opportunity to take a one month fully paid sabbatical.
- Mobile phone allowance – Each month we will pay £20 towards your mobile phone bill. There's nothing you need to do; this will be added into your pay each month.
- Maternity / Paternity - We will pay enhanced maternity/paternity/ adoption pay if you have been employed with us for 37 weeks at the 15th week before your Expected Week of Childbirth. The pay is broken down into:
 - Twelve weeks full pay.
 - Followed by six weeks half pay.
 - Followed by twenty one weeks of Statutory Maternity Pay flat rate.
- Expensed Gallery Trips – We offer each team member £25.00 to expense for a visit a gallery or exhibition every month.
- Good Egg - At the end of the month the team vote who has gone above and beyond that month and whoever gets voted the most gets a voucher for Selfridges.
- Work Abroad – Up one week per year to work aboard, as long as it doesn't cause stress to the team! (Full T&C's to be confirmed if successful).
- You Move, We move – We want our team to feel settled. So, if you're moving house, you can book one van per year on us! (Full T&C's to be confirmed if successful).
- Spicy & Spiritual – Every other month will be either something spicy or spiritual so we'll go for a group curry OR we will have a spiritual treat in the office which could really be anything but angel card reading, crystal/spiritual healing are just to name a few!
- Craft club – On the first Tuesday of each month in the office we hold crafty workshops (with beer & pizza) It's an opportunity for us all to share skills, learn a craft and have a laugh. Each session is run by a different person - the workshop can be anything - the more weird and wonderful the better.
- Quarterly team lunch, Thursday drinks and lots of snacks – Every quarter we will have a team lunch together in the office and every Thursday from 4pm our drinks trolley is open serving alcoholic and non-alcoholic drinks! Oh, and we have a variety of snacks in the office too!
- Bonuses – We also offer a range of bonuses to employees including introduction, performance and new business bonus. Full T&C's will be given to all successful candidates.

HOW TO APPLY

Please send your CV and portfolio showcasing your work to recruitment@heaps-stacks.com with 'Junior Creative – [YOUR NAME]' as the email title.

INTERVIEW PROCESS

1st round – virtual interview where you share your experience and talk us through your work, how you think and your passions.
2nd round – to understand your skills further, we'll send over an event brief to complete. A week or so later, you'll then come into our studio in Wandsworth to meet the team and present the brief.

DEADLINE FOR APPLICATIONS

Friday 14th June 2024