



FRONTIER IS IN SEARCH OF A Full-time Graphic Designer

Frontier is a team of creative consultants who specialize in guiding organizations through change. We partner with a wide range of clients, from startups to government agencies, to some of the biggest names on the Fortune 500 list, and provide strategic support, custom learning experiences, and integrated internal communications to help organizations become better versions of themselves, optimized to meet the challenges of today's market.

Visit thisisfrontier.com to learn more about the people and projects that make Frontier what it is.

IN THIS ROLE YOU WILL:

- Work with our team of consultants and clients to support the graphic design needs on projects, such as campaign materials, workshop materials (i.e. PowerPoint decks, workbooks, and worksheets), executive summaries, etc.
- Ideate creative solutions for client and internal needs, while also staying within budget, timeline, and scope.
- Work simultaneously with multiple brands, and be able to quickly hit the ground running following brand guidelines.
- Bring to life our growing Frontier brand through designed collateral, marketing materials, and web elements.
- Interact directly with clients by asking meaningful questions, presenting your work, responding to feedback, and providing consultative direction.
- Handle any necessary design production needs like researching costs, sourcing materials, and contacting vendors.

TO REALLY THRIVE IN THIS POSITION YOU MUST:

- Demonstrate professionalism, genuine care, and a consultative mindset for our clients and their priorities.
- Obsess over the details, ensuring all materials have been spell-checked, gut-checked, and eyeball-checked before they leave our hands.
- Be a well-organized self-starter who can manage (and impress with professional charm) multiple work streams, tight deadlines, and various stakeholders.
- Understand corporate design and enjoy finding ways to elevate brand standards that translate complex business ideas into intriguing representative materials.
- Understand the trade-offs between perfection and value.
- Be comfortable working in a hands-off, self-managed, or remote environment.
- Want to grow, try new things, be challenged, and know that challenges are a lot like riding a horse—if you're comfortable while you're doin' it, you're probably doin' it wrong.*
- Can handle honest and straightforward feedback for developmental purposes.
- Truly want to be a part of this work and this team. We care a lot about our company and we all put effort into building our business, enriching our team culture, and expanding our client relationships.

YOU SHOULD COME ARMED WITH:

- 2–5 years of experience working with clients.
- A proven history of planning, executing, and delivering design. Plus a portfolio demonstrating an understanding of composition, layout, imagery, typography, and color.
- The ability to work on a MacBook Pro laptop, but also have an understanding of PC/Windows for client needs.
- Knowledge of the usual Microsoft Office suites.
- The ability to expertly navigate Adobe InDesign and Illustrator, and have a general knowledge of Photoshop.
- A working knowledge of web design (HTML/CSS or website-building tools like Webflow).
- A working knowledge of video and/or audio editing is a plus.

NOW, THE REALLY GOOD STUFF:

- Starting salary range: \$40,000–\$55,000 (based on relevant experience) + profit share
- Medical, dental, and vision benefits available
- SIMPLE IRA with up to a 3% match
- Generous vacation and leave policies
- Tons of flexibility, tons of accountability, and a strong culture of belief (in our work and in each other).

If you would like to be considered for this position, please send a cover letter, resume, and an electronic portfolio of your work to Jess Bernard at jess@thisisfrontier.com.

**Bonus if you're a Ted Lasso fan!*