

Delivering for Excellence

Graphic Designer, Marketing and Engagement, Grade 3

The Scottish Parliament is a values-led organisation which means our values (Stewardship, Excellence, Inclusiveness, and Respect) are at the centre of everything we do. These values are embedded in this role.

Stewardship

Focusing on the longer term to ensure we are leaving things better than we found them and putting our shared interests ahead of any individual or team.

Your main responsibilities will involve:

- Developing new and creative ways of communicating through design to suit a wide range of audiences
- Embedding the in-house design function for the Scottish Parliament, assisting in the design of the service and its continuous improvement

And in delivering these you will have:

- Experience of working in a graphic design environment either in-house or an agency
- A commitment to continually developing your knowledge and skills, using current design principles and improving the in-house design function

Excellence

Taking care to enhance our reputation in everything we do. Using our skills and resources efficiently and effectively to deliver high-quality sustainable results.

Your main responsibilities will involve:

- Creating engaging design work using a number of different formats, mainly on digital and social platforms but also for print including leaflets, posters, adverts, and designing web content
- Delivering design work in response to internal briefs, to deadline, often working on multiple projects at once with differing priorities
- Providing design advice and high-quality support to all internal clients

And in delivering these you will have:

- Proven ability and experience in creating engaging content for different audiences and platforms, using Adobe Creative Cloud, specifically InDesign, Photoshop, Illustrator and After Effects
- Excellent organisational and planning skills to manage a number of competing work projects with varying deadlines
- Print production knowledge and skills to ensure content is developed and prepared for print

Respect

Appreciating difference, building cohesive teams and fostering the values and experiences of diversity.

Your main responsibilities will involve:

- Working collaboratively as part of the Marketing and Engagement team with a focus on setting and maintaining professional standards
- Working with colleagues across the Parliament to produce high quality design outputs, considering the different skills and experiences that exist across the organisation
- Ensuring design work is done to a high standard of accessibility

And in delivering these you will have:

- Well-developed interpersonal skills and the ability to develop productive relationships with colleagues
- Experience of working collaboratively across different groups, respecting and valuing colleagues' varying expertise and skills.
- A commitment to equality, diversity and tackling exclusion

Inclusiveness

Understanding the big picture and seeking out alternative perspectives. Every colleague feels they can make a valued contribution and deliver their best work.

Your main responsibilities will involve:

- Working with internal teams to develop design solutions that meet their needs, taking on their feedback and perspectives
- Working towards goals through a personal development plan and acting as a custodian of our strategic aims and values

And in delivering these you will have:

- The ability to communicate effectively with colleagues across a range of different methods
- The ability to listen and communicate well with internal and external stakeholders