



ASSOCIATE GRAPHIC DESIGNER

ABOUT CAMPBELL & COMPANY

[Campbell & Company](#) is a national consulting firm that serves nonprofit organizations and institutions in all sectors, including education, environment, healthcare, human services, arts and culture, associations and membership organizations, and civic and public affairs. The firm is based in Chicago and Seattle with regional staff in Los Angeles, San Francisco Bay Area, and Washington, DC. Our team-based approach enhances our work and is built into our company's structure as a 100 percent employee-owned firm.

This is an exciting time for our firm as we emerge from the pandemic and evolve to meet the nonprofit sector's changing needs. We are finalizing a new strategic plan to guide our firm's ongoing growth and priorities.

We work with organizations at critical points in their growth and development, when our expertise and partnership can have a powerful impact. We have four primary service lines: [fundraising](#), [communications](#), [executive search](#), and [strategic information services](#). Our culture of innovation fueled the development of Campbell & Company's first software as a service product, [Beam Insights](#), which aims to address advances in technology to support fundraising. We strive to work in multi-service teams to provide the right balance of expertise, experience, and seniority for each client.

As a firm, we are fully committed to [Diversity, Equity, Inclusion, and Access](#) (DEIA). We've created a framework to strengthen the diversity of our firm, address the ways in which we can be more fully inclusive of people from all backgrounds, and work to build equity in our profession and the nonprofit sector. This framework focuses on our internal talent management, ensuring an inclusive culture, continuous learning, and transparent communication. We are not experts but are getting better every day.

Through our consulting partnerships, we have seen firsthand how nonprofit organizations can activate movements and work for justice as they passionately pursue their missions. We also understand that power dynamics between funders, nonprofits, and the communities they serve contribute to many of the same problems we aim to solve, and that we have a responsibility to advance equity within the philanthropic sector. Our goal is to help all our clients as they pursue work in line with DEIA, and conduct our work through an equity lens with an openness to change and growth. One example of this work is our [Equity Partners Program](#) in which we are engaged with BIPOC-led nonprofits committed to racial equity work.

OUR VALUES

- Inclusion
- Partnership
- Candor
- Rigor
- Integrity
- Creativity

OUR STAFF

- 43 Chicago & Midwest
- 14 Seattle & Northwest
- 6 East Region
- 2 West Region

OUR MISSION

To collaborate and innovate with people who change lives through philanthropic vision and action.

VISIT



OUR WORK

Our fast-growing Communications practice works with a wide range of clients across the country to craft compelling messaging, produce communications in a range of formats ([print](#), [presentation](#), [video](#), [web](#)), coach and train nonprofit staff and board members for communications roles, and develop communications strategy. We also provide business writing support to the firm's fundraising consulting practice, including developing significant client deliverables and reports. The team consists of ten individuals – growing to eleven with the addition of this position.

THE POSITION

The Graphic Designer position is a unique opportunity for a skilled visual communicator to join a successful team of communications consultants and creative professionals to help nonprofit organizations tell their stories in powerful new ways.

In this role, you will:

- Work with organizations across all areas of the nonprofit sector: education; healthcare; arts and culture; conservation and environment; human and social services; civic and public affairs; and professional associations
- Collaborate actively with Communications teammates to engage clients, establish project strategy and creative direction, and develop compelling deliverables in a range of media and formats
- Work in collaboration with the Associate Creative Director from concept to creation and production of campaign materials
- Assist in logo/identity design, mood board design, print design, presentation design, and digital design
- Assist in the presentation of work to clients, communicate the vision and rationale for design work, and manage feedback
- Own smaller-scale projects with oversight from the Associate Creative Director
- Communicate actively with teams, colleagues, and clients
- Keep project work organized with files well managed
- On a limited basis, assist in marketing projects for the firm and team

BETTER TOGETHER: OUR DIFFERENCES MAKE US STRONGER

At Campbell & Company, people are at the heart of our firm and our mission. When we tap into the expertise, insights, and creativity of people from all walks of life, we become a better firm, we deliver superior services, and we change lives. We believe our team should reflect the rich diversity that contributes to our communities and our society. We advance this belief through our employment practices and strive to create a culture of trust and belonging where everyone feels accepted, respected, and valued for who they are as individuals.

QUALIFICATIONS

We are looking for amazing people who have diverse backgrounds and experiences, are inspired by our mission, and are highly motivated to change lives through meaningful work. The Associate Graphic Designer position is a multi-faceted role requiring several primary skills:

The experience level for this position is somewhat flexible. Entry-level candidates with appropriate skills are encouraged to apply. We are also open to candidates with several years of relevant experience in design roles. All members of our team share a passion for the nonprofit sector, but prior professional experience in the nonprofit sector is not required.

The most important skills and abilities for this role are:

- Familiarity with Adobe Creative Cloud, specifically InDesign, Illustrator, and Photoshop
- Familiarity with Microsoft Office, specifically PowerPoint for presentation design
- A range of design capabilities across identity, print, digital, and information design
- Professional communication skills in writing, discussion, and presentation
- A commitment to diversity, equity, inclusion, and access and their application in nonprofit communications
- A strong focus on strategy and message
- Authentic curiosity and eagerness to learn and grow
- Autonomy and initiative to thrive in a self-directed environment
- The ability to work independently to manage deadlines and manage multiple projects simultaneously
- Creativity, flexibility, and the ability to solve problems
- Project management skills and attention to detail
- Several years of design experience in an academic or professional setting—this may include an academic degree or equivalent relevant experience
- Eagerness to work collaboratively with a small team with an open-minded attitude toward feedback

Due to COVID-19, we are working remotely at this time. Preference will be given to candidates located near one of our regions: Midwest, Pacific Northwest, and East



COMPENSATION AND BENEFITS

The salary range for this position is \$54,000 - \$60,000 and is bonus eligible. Campbell & Company also offers a generous and comprehensive benefits package.

APPLICATION

To be considered for this opportunity, please submit a portfolio (PDF attachment or URL link), resume, and letter of interest to: associatedesigner2022@campbellcompany.com

Applicants must be authorized to work for any employer in the US. We are unable to sponsor or take over sponsorship of an employment visa at this time.

Campbell & Company provides equal employment opportunities to all employees and applicants for employment and prohibits discrimination and harassment of any type without regard to race, color, religion, age, sex, national origin, disability status, genetics, protected veteran status, sexual orientation, gender identity or expression, or any other characteristic protected by federal, state or local laws. We are proud to partner with nonprofits to advance justice, opportunity, and equity throughout our society and we bring this same commitment to our practices and culture as a company. This policy applies to all terms and conditions of employment, including recruiting, hiring, placement, promotion, termination, layoff, recall, transfer, leaves of absence, compensation and training.



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