

CAREERS – US & NL - JOB DESCRIPTIONS

BUSINESS ANALYST

Logic is your thing. You see opportunity everywhere and analyze it. And you believe that the successful management of relationships – by identifying and recognizing the client’s needs first - keeps those opportunities open. This philosophy comes from your business experience at an agency or consultancy, as does your ability to see the big picture and all the fine pixels that make it up. A finger permanently rests on the pulse of the latest trends in new media, and because of this, you easily link e-business concepts like global application and architectures.

But growth is also your thing. You want to play a bigger role in guiding your clients while playing a greater part internally through collaboration. Using your keen analytical skills to lead workshops and presentations, your sharp organizational skills to produce requirements and test cases, and your management skills to obtain input from our tech and project teams on feasibility and functional design, you will become invaluable.

SENIOR ACCOUNT DIRECTOR

You’re a natural manager. Maintaining high-investment accounts is your norm, and because of this, you have a good understanding of best practices in consulting for marketing, new media, and e-business architecture. You love presenting and making proposals, and can’t help but to maximize the value clients receive from their existing investments.

More importantly, you’re a people person. You want to travel and work in other countries. You’re good at listening, especially to clients, but just as good at talking to them with candor and offering new media solutions and growth opportunities. And as our single point of contact between our clients and project teams/contractors, you know how to make yourself crystal clear. Reporting directly to the Client Services Director and working with the Client Services team, prioritizing is second nature.

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SENIOR PROJECT MANAGER

The challenge is your first love. Planning is your forte, and with at least 4 years of commercial experience with new media projects, you know how to get it done and within a carefully balanced budget. You have a track record of being a focused team player and a fearless leader, skilled at internal, external, and stakeholder communication. Absorbing information like a sponge, you understand complex technical structures and see personal growth as another challenge.

The only thing you love more is success. That you ensure by preparing and updating project specifications, keeping our creative and technical teams on the right track, and monitoring and guarding product quality with the same fervor as you do the budget. The result? Quality, large-scale new media solutions that satisfy our national and multi-national clients, delivered in perfect order ... by you.

SENIOR FLASH DESIGNER

You're not just a programmer. You're not just a designer. You are the future of interactivity, a master of motion design, a leader in experimental media. JavaScript, character sets, international design standards, ActionScript, and 2D, 3D, audio and visual software like Photoshop and Illustrator – these present no challenge. A familiarity with object orientated development and standards, common protocols, and frameworks are other skills, and to you, scripting, performance, and optimization problems are no problem.

You are also a born leader. Your prowess over Flash, look & feel, and rhythm & timing makes it easy for you to communicate in a way that fosters learning and pushes boundaries. You positively encourage knowledge-sharing and best practices. By working closely with art directors, designers, animators, and developers, you guide them into high-level end results that meet or exceed requirements while giving and taking critique. Quite simply, you wow from the forefront.

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WEB DEVELOPER

The many dialects of Web roll smoothly off your fingertips. You speak (X)HTML, DHTML, CSS, JavaScript, JSP/tag libraries, and XML with ease, know Photoshop, and are perhaps eloquent in Flash, ActionScript, PHP, XSL/XSLT, and/or WML. Search engine optimization, bandwidth limitations, statistics gathering, and non-functional requirements are things that your perfectionist nature holds dear. Your skill even extends to mark-up and scripting for state-of-the-art web and mobile sites.

The solutions to many problems roll smoothly through your mind. If it's scripting, performance, or optimization, you know how to fix it. If it's quality control for coding, you're our go-to, making sure that the client and creative vision translate into the ultimate browser experience. And if you can't solve it, you know that you can count on our team of skilled designers and your talented development colleagues to make sure that the results are high-level and exceed expectations.

TESTER

To you, the beauty is in the details. Your powers of observation and attention to the finer points serve only to complement your pursuit for perfection and deeply analytical sense. Hunting that one defect is recreational, and the edit and evaluation of work is just as fun.

However, you know that detail is made to be analyzed. Your probing mind rejoices in executing test cases, creating test reports, and communicating your findings efficiently to the developers and the test manager. You are the champion of quality control, rallying designers, developers, and content teams to your side, eradicating issues with the cheeriest of grins.

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PROJECT COORDINATOR

Your happy place is one where everything is color-coded and organized to a fault. You're the person everyone counts on to keep it all together, from meetings to minutes, from project conception to delivery. Managing timelines, allocating resources, assessing risk, participating in status meetings, and circulating content for feedback and approval are all probable causes of the smile lines you've developed from doing what you love – maintaining order.

Your happiest place is one where all of the above applies, but in the fast-paced environment of a cutting edge new media firm. You want to be in the thick of the action, to ensure that quality will always be high and communication will always be clear. And when you're involved, it always is.

TEST MANAGER

Your foresight is 20/20. You know what may go wrong, which means you have no problem defining acceptance test scenarios based on designs and business, and developing better ways to find that glitch. Because through your knowledge of Information Architecture and experience in many different ranges of test techniques, you know it exists. You can communicate this well, and lead others to do the same.

Your hindsight is equally sharp. The importance of testing through all stages of a project is not lost on you, so you deliver the most efficient test service possible while remaining in accordance with the project test plan. So there are never any regrets – just improvements in your game plan and the satisfying feeling of a perfect product, perfectly delivered.

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SENIOR COPYWRITER

Words are your friends – write them down and they become animated extensions of your brilliant and creative self. But your 6+ years of agency experience has made you a pro at reining in your distinctive voice to reflect the needs of your client, whether it be long copy/functional writing for websites or short copy/conceptual writing for campaigns. And you can do it all , having a thorough familiarity with usability trends, online marketing, and traditional advertising.

Your words come with an entourage: an understanding of marketing and advertising principles, skill in strategic brainstorming, campaign development, creative brief development and execution backing up each word committed to paper. Although they're not really committed, per se, since you know that everything is subject to edit and even direction change, so you don't take constructive criticism personally. However, the big stars of your entourage are your multi-tasking abilities, appreciation of the interplay between textual and visual elements, high standards for quality control, and capability in collaborating with your creative team members. You lead the way by example and direction.

ART DIRECTOR

Best described as a Jack or Jill of all creative trade, you're an expert at juggling strategy, creativity, management, and business objectives, and enjoy synthesizing those skills into an engaging brand experience. In the past 6+ years working in web and mobile-based interactive and brand identity campaigns for international clients, you've realized you're pretty fantastic at what you do ... but you also believe that talent and ego are inversely proportional. So although you've award-winning skill, are well-versed in graphic, interaction, communication design, and brand strategy, you're actually great to work with and naturally inspire excellence in those you lead.

Speaking of leadership, you know that it takes an ability to communicate, desire to make your mark on the digital world, dedication to quality assurance, force, and vision to make your (and your colleagues') creative world a success. You're ready to take the reins and start revolutionizing the industry with work that is truly extraordinary.

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PROJECT MANAGER

Intense focus results in intense success, something you pride yourself on. You focus as hard on balancing project budgets as you do planning and assessing the projects themselves. You focus on monitoring and guarding product quality to ensure that your list of satisfied clients continues to grow worldwide. And you know how to guarantee a satisfactory deliverable, since you understand complex technical structures, and enjoy playing a role in updating project specifications with your other team members.

Which brings us to your other intensity – communication. You can express yourself in a way that distinguishes you as both a team player and a leader. Your superb communication skills mean nothing gets lost in translation and that no matter what, you have a plan to keep our creative and technical teams on target and on time. Not only that, but internal, external, and stakeholder communication comes easily, too, making you the ideal liaison between our people and theirs. You're both the PB and the J in our project sandwich – holding it all together and always just right.

JUNIOR COPYWRITER

You might be fresh out of college, but you're experienced in the university of life. You work hard and have a talent and passion for word-smithery that outshines most others. And you plan to put it to good use. 2+ years of agency experience, or something similar have shown you that you belong in a team of talented and inspirational people. You want to make a difference, too, providing support for other copywriters, art directors, flash gurus. And you know that in return for taking directing willingly and smilingly, they'll pass on some of their hard-earned experience to help you learn and grow.

So although (or because) you're new, you're hungry. You read the industry press, go to exhibitions, and maybe even think about concepts during downtime. Because you put 'life' in, you have great ideas, even if not all come to fruition. Your ambition makes occasional long hours, research, or a working lunch okay, since you want to rise to the top, fast, and feel the momentum. As one of the newest and most important members of the team, within week, we'll wonder how we got on without you.

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COPYWRITER

You love words. Words like circumferential, ubiquitous, salubrious get you up in the morning, smiling, and help you sleep at night, still smiling. You feel lucky to be working in a profession where you get to use them eloquently- which you do. You are adept at both expert functional web copy and short, conceptual campaigns, and have mastered, in your 3-4 years of agency-based excellence, how to wow clients, creative directors, and colleagues alike.

Your love of words extends even further, into a passion for keeping up with usability and other trends, and familiarity with online marketing and traditional advertising. When the need arises, your opinions are strong, and you get your points across with wit and a word-smithery.. You want to grow with new people, brands, clients and to do this with more campaign development, creative brief development. Just as important to you is a team that inspires, nourishes and encourages you every step of the way. In essence, you want to join teams and make beautiful words together.