LEARN GROW THRIVE

@ROCK PAPER SCISSORS

An introduction to who we are and how you can thrive at Rock Paper Scissors.

THE DESIGNER EDITION

rock paper scissors

CREATIVE COMMUNICATION GROUP

www.123shoot.com

Position Agreement

What is a Position Agreement?

A position agreement outlines what your new job will look like and outlines what you will need to do to be successful. **If you are not an expert at everything we have listed, but have the desire to both create and grow your skills, then this is the place for you!** The world around us is changing too quickly to be able to know everything, all we ask is that you are ready to learn new things and continually challenge yourself to be better. We do not expect our new team members to walk in the door being perfect at everything. Perfection will come with time. We will work with you to develop skills you need to cultivate.

Designer

Position Results:
Creating and collaborating on successful design campaigns that are unique and profitable for our clients and Rock Paper Scissors, that contribute to our design innovations to maintain our status as a cutting edge creative agency.

The Designer is passionate about the creative process and continually strives to push the edges, always keeping foremost in their mind the client's brand, the goal of the project, and the strategic objective of Rock Paper Scissors. The Designer is responsible for working with the creative team and client as well as executing concepts for both print and web-based campaigns.

Reports To: Traffic Manager

Mentor: Art Director

Collaborators: We are a team and each one of us has our own specialty. We believe in using the right tool for the right job. These are the tools that are always available to make your projects bigger and better than you could have imagined.

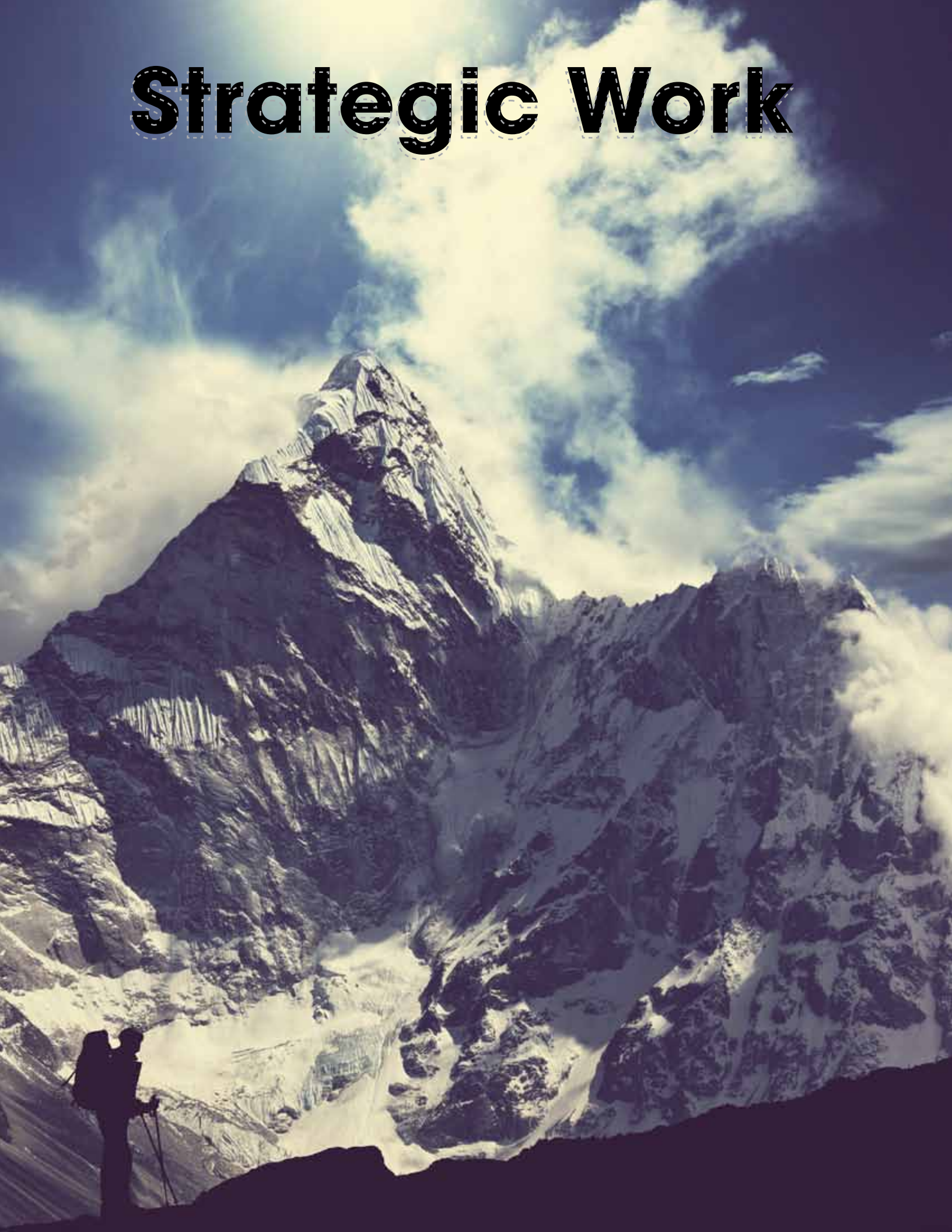
- Client
- Creative Director
- Art Director
- Web Developers
- Copywriters
- Photographer & Videographers
- Media Strategists
- Printers
- The Pups

Things you MUST Love:

- Design
- Passion
- Collaboration
- People
- Organization
- Technology
- Dogs

Hire character. Train skills.
- Peter Schultz

Strategic Work



At Rock Paper Scissors, we do more than just make pretty pictures. We create change and momentum for ourselves and our clients. We do this by not just looking at the task in front of us, but taking the time to look at the big picture to make sure we are on course and to continuously see if there is a way to be better.

Change does not take place with Tactical work.
Change only takes place as a result of Strategic work.

Be the energy behind the program. Proactively keeps abreast of clients' audience, marketing and media plans, and provides customized branding solutions before and at the exact moment the client needs this. Stays abreast of current developments in technology, branding, marketing, and design to ensure efficient and customer-sensitive implementation of services.

Define your path. Be organized. Knows where projects are and where they should go. In the ever increasing noise of our world, always seeking ways to optimize and streamline projects and processes.

Be proactive. Reviews existing agency-produced and maintained web/interactive campaigns and recommends ways to improve existing campaign functions, or to add digital components where needed.

Be a bridge builder. Develops unique strategies and builds upon the clients' current strategies to meet/exceed objectives. Continually looks for new opportunities with both existing and prospective clients.

Be a forward scout. Spots current and potential future trends to help better understand consumer behavior, matching these with the brand desires to create truly beneficial opportunities and solutions.

Position Standards

We want to make sure that from day one you will know what you need to succeed. We have a very hands-on approach with our creative team – you are working side by side with the client so that you have the ability to adjust your course when brilliance is placed before you. We don't expect you to know everything there is to know in the world, but there are some skills you will need, and there are some skills we will work on.

Thought Process. The role requires an innovator and a progressive thinker who can connect a client's brand to all other aspects of a client business and create growth opportunities.

Foresight. Balances analytical thinking with creative thinking to create a long-term vision.

Proficiency. Understands the production process, best practices and strives to incorporate them seamlessly in day-to-day agency processes. Has reasonable drawing skills; solid understanding printing processes and specification; paper and ink specification; familiarity with type styles, type design and type specification; stock photography management; computer retouching and image manipulation; art direction of original photography; and good communication skills.

Software knowledge. Proficient in Adobe InDesign, Illustrator, Photoshop, Word, Excel, PowerPoint (and/or iWorks) and bring a broad knowledge of Web development, online marketing and integrated campaigns.

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