Job Descriptions for Design Roles

Hiring a designer is more nuanced than it may seem at first blush…

As a product strategy and experience design consultancy, we're often working with, hiring, and helping other teams hire awesome design talent.

We recently wrote all about the many different types of design roles—from UX Writers and ResearchOps to UX vs. UI Designers. We've taken that guidance one step further to offer "starter" templates to help you write your own design job descriptions.

As with any template, we'd like to emphasize the word "starter"! We always recommend you update and customize job descriptions to reflect the unique makeup of your design team, values of your organization, and seniority you seek for the open position.

Happy Hiring!

DesignMap

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Design Roles

Design Manager

We are looking for a Design Manager to join and lead our growing design team. The Design Manager will be responsible for managing the creative process and guiding the team to produce high-quality designs that meet business goals and user needs. The ideal candidate will have experience in managing a design team, a deep understanding of design principles, and excellent communication and leadership skills.

Responsibilities

- Lead the design team and manage the creative process from conception to completion.
- Collaborate with cross-functional teams to ensure that designs meet business objectives and user needs.
- Set design standards and guidelines to maintain consistency across projects.
- Mentor and coach team members to support their growth and development.
- Manage and prioritize design projects and resources to meet deadlines and budgets.
- Build and maintain relationships with stakeholders to ensure design initiatives align with business goals.

Qualifications

- Bachelor's or Master's degree in design or related field.
- Strong leadership and communication skills.
- A deep understanding of design principles and trends.
- Experience collaborating with cross-functional teams.
- Ability to manage multiple projects and priorities.
- Experience managing budgets and timelines.

Visual Designer (VisD)

We are seeking a talented Visual Designer to join our team and help us create beautiful and intuitive interfaces. The Visual Designer will be responsible for the look and feel of our digital products, ensuring that they are visually appealing and easy to use. The ideal candidate will have experience in creating visual designs for digital products and a strong portfolio that demonstrates their design skills.

Responsibilities

- Create visually stunning and intuitive interfaces for our digital products.
- Collaborate with cross-functional teams to ensure that designs meet business objectives and user needs.
- Establish and maintain design standards and guidelines.
- Translate wireframes and prototypes into high-quality visual designs.
- Create design assets, such as icons, illustrations, and graphics.
- Collaborate with developers to ensure that designs are implemented correctly.

Qualifications

- Bachelor's or Master's degree in design or related field.
- Strong design skills and a portfolio that demonstrates expertise in visual design.
- Proficiency in design software such as Sketch, Figma, and Adobe Creative Suite.
- Experience collaborating with cross-functional teams.
- Understanding of design principles and trends.
- Excellent communication and problem-solving skills.

Interaction Designer (IxD)

We are looking for an Interaction Designer to join our team and create engaging and intuitive user experiences for our digital products. The Interaction Designer will be responsible for understanding user needs and translating them into effective workflows and screens. The ideal candidate will have experience in interaction design for digital products and a strong portfolio that demonstrates their design skills.

Responsibilities

- Design engaging and intuitive user experiences for our digital products.
- Collaborate with cross-functional teams to ensure that designs meet business objectives and user needs.
- Translate user needs into workflows, wireframes, and prototypes.
- Conduct user research and usability testing to validate design decisions.
- Work closely with developers to ensure that designs are implemented correctly.
- Establish and maintain design standards and guidelines.

Qualifications

- Bachelor's or Master's degree in design or related field.
- Strong design skills and a portfolio that demonstrates expertise in interaction design.
- Proficiency in design software such as Sketch, Figma, and Adobe Creative Suite.
- Experience conducting user research and usability testing.
- Understanding of design principles and trends.
- Excellent communication and problem-solving skills.

User Experience Designer (UXD)

We are seeking an experienced User Experience Designer (UXD) to join our team. The ideal candidate will hold a breadth of design skills, including research. As a UXD, you will be responsible for conducting user research, creating wireframes and prototypes, and designing user experiences for our products. You will work collaboratively with our Product and Engineering teams to align designs with business goals and technical specifications.

Responsibilities

- Conduct user research and usability testing to inform design decisions.
- Create wireframes, prototypes, and high-fidelity designs for digital products.
- Collaborate with cross-functional teams to ensure user-centered design solutions.
- Continuously iterate and improve designs based on user feedback and data.
- Stay up-to-date with emerging design trends and technologies.

Qualifications

- Bachelor's or Master's degree in Design, Human-Computer Interaction (HCI), or related field.
- Proficiency in design tools such as Sketch, Figma, Adobe Creative Suite, etc.
- Knowledge of HTML/CSS and front-end development frameworks.
- Excellent communication and collaboration skills.

Design Strategist

We are looking for a creative and innovative Design Strategist to help shape the future direction of our products. The ideal candidate will have experience leading cross-functional collaboration and workshops. They will work closely with Product leads to identify how design can help solve business problems.

Responsibilities

- Define design vision and strategy for our products.
- Lead cross-functional collaboration and workshops to drive design thinking.
- Work closely with Product leads to identify business problems and design solutions.
- Collaborate with Researchers to identify problem areas for further exploration.
- Communicate design vision and strategy to stakeholders and team members.

Qualifications

- Bachelor's or Master's degree in Design, Business, or related field.
- Proven track record of leading cross-functional collaboration and driving design thinking.
- Experience working with Researchers to identify problem areas for further exploration.
- Excellent communication and presentation skills.

DesignOps

We are seeking a highly organized and detail-oriented DesignOps professional to optimize and operationalize design as a department and as a function within our organization. The ideal candidate will have experience establishing processes and workflows that allow other design roles to focus on doing design or research. As a DesignOps specialist, you will be responsible for streamlining intersecting points between design and other departments and ensuring consistency across all design outputs.

Responsibilities

- Establish and optimize design processes and workflows.
- Streamline overlapping activities and responsibilities between design and other departments.
- Evaluate, develop, and manage design tools and resources.
- Collaborate with other design roles to ensure smooth operation of design function.

Qualifications

- Bachelor's or Master's degree in Design, Operations, or related field.
- Experience establishing and optimizing design processes and workflows.
- Knowledge of design tools and resources.
- Excellent organizational and communication skills.

Researcher

We're seeking a curious and organized Researcher to conduct user research, provide feedback on designs, and generate new ideas. You will work closely with our Designers and Product Manager to help test ideas early and often, compare products with competitors, and make data-driven decisions. You will also collaborate with other teams to incorporate research findings into product development.

Responsibilities

- Conduct user research to inform design decisions, including generative research to explore new ideas and evaluative research to test existing designs.
- Design research studies, recruit participants, conduct interviews and usability testing, and analyze data to generate insights.
- Collaborate with designers, product managers, and other stakeholders to ensure research findings are integrated into the product development process.
- Communicate research findings and insights to stakeholders through reports, presentations, and other channels.
- Continuously improve research processes and methods to ensure high-quality, impactful research.

Qualifications

- Bachelor's or Master's degree in a related field (such as human-computer interaction, psychology, or sociology).
- Strong knowledge of research methods and tools, including usability testing, interviews, surveys, and statistical analysis.
- Excellent communication and collaboration skills, with the ability to work effectively with cross-functional teams.
- Strong analytical and problem-solving skills, with the ability to synthesize complex data into actionable insights.

ResearchOps

We're looking for a ResearchOps professional to optimize and operationalize our user research processes. You will oversee the research process and people involved in research, identify and vet tools to improve research, and work closely with Researchers to ensure that research is both impactful and scalable.

Responsibilities

- Develop and implement processes and tools to support user research across the organization.
- Establish best practices for research operations, including participant recruitment, scheduling, and compensation.
- Manage research tools and software, including identifying new tools and integrating them into the research workflow.
- Collaborate with researchers, designers, and other stakeholders to ensure research studies are executed efficiently and effectively.
- Analyze data and metrics to continuously improve research operations.

Qualifications

- Bachelor's degree in a related field (such as business, operations, or information science).
- Strong project management skills, with the ability to manage multiple projects and stakeholders.
- Knowledge of research tools and software, including experience with participant recruitment and scheduling tools.
- Excellent communication and collaboration skills, with the ability to work effectively with cross-functional teams.
- Strong analytical and problem-solving skills, with the ability to synthesize complex data into actionable insights.

UX Writer

We're looking for a UX Writer to create clear and user-friendly copy and microcopy within our product. You will work closely with the Designers, Researcher, and QA to ensure that the language is clear, concise, and consistent with the product's tone and voice.

Responsibilities

- Create and edit copy and microcopy for digital products, including user interfaces, instructional text, and error messages.
- Collaborate with designers, researchers, and product managers to ensure that copy aligns with product goals and user needs.
- Conduct research to understand user language, behaviors, and preferences.
- Develop and maintain a style guide and voice and tone guidelines for the product.
- Continuously evaluate and refine copy to improve user experience and achieve product goals.

Qualifications

- Bachelor's degree in a related field (such as English, communications, or journalism).

Need help hiring?

Hiring new design talent is a big investment—it's important to get it right!

DesignMap can help you identify design roles needed to strengthen your team, advise on compensation, help tailor job descriptions, and interview candidates, so you find the right fit for your team.

Contact DesignMap

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Trusted by industry leaders and category disruptors.
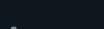
Founded in 2006, DesignMap is a product strategy and experience design consultancy. We help teams use design to go from mess to meaning—especially in complex B2B and B2B2C spaces.

DesignMap's senior team of strategists, designers, and researchers confidently explore uncharted territory in domains like technology, healthcare, and finance. It's why visionary companies trust us to view strategic business challenges through a design lens, so they can map a future that aligns and inspires.

We like to meet clients where they are with flexible consulting engagements focused on Purpose, Product, and People (all backed by rigorous discovery and research).'

Our curious team loves to delve into ambiguity, to understand complicated things and illuminate them. Visit designmap.com and explore the possibilities with us.