

Job Title: Graphic Designer

Reports to: International Marketing Manager

About the Organisation:

At Al-Ayn, we are committed to ensuring that every orphaned child living in poverty has access to the tools and opportunities they need to overcome their difficult experiences. We believe that when a child fulfils their potential, their own future is transformed as well as the future of their families, their community, and society at large. In order to achieve that, we are led by our core values of transparency, dignity and empowerment.

Hours: Full-time (40 hours a week). Flexibility to occasionally work outside hours is required.

Pay: £29,018 per annum

Key Responsibilities:

- Support the development of Al-Ayn International’s creative direction, working directly with the Communications Manager, Marketing Manager, and internal stakeholders.
- Use design skills to produce ideas and solutions for a variety of Al-Ayn commissioning teams to meet creative needs.
- Support the Communications Manager and Marketing Manager to develop visual campaign concepts.
- Create branding guidelines and oversee their correct application across all country offices, departments and brands.
- Organise branding assets so that they are easily available to everyone.
- Develop social media graphics, web design elements, online and offline publications, animations, and other visual components to support our visual narrative material.
- Provide branded collateral, presentations, and launch campaigns for fundraising teams.
- Develop a thorough understanding of Al-Ayn International’s audiences, channels, objectives, and design requirements.

Skills:	Essential	Desirable
At least 5 years of experience as a graphic designer in a branding or advertising agency, or in a non-profit organisation.	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Proven record of creating standout online and offline campaigns and other relevant design outputs.	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Proven record of creating social media graphics, online publications, web design elements and printed materials.	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Excellent proficiency in Adobe Creative Cloud and the flexibility to work with other software as required.	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Experience in overseeing the full design process, including working with varied internal stakeholders.	<input checked="" type="checkbox"/>	<input type="checkbox"/>
(repeat)	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Excellent eye for detail which can be maintained when working under pressure.	<input checked="" type="checkbox"/>	<input type="checkbox"/>

Strategy creation and execution	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Reporting skills	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Excellent written, verbal, and presentation skills	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Intercultural sensitivity and use of inclusive language	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Strong working knowledge of Microsoft Office Programs	<input checked="" type="checkbox"/>	<input type="checkbox"/>
(repeat)	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Ability to work to agreed outcomes without supervision (or "Proven ability to work independently when required.")?)	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Ability to work within agreed business processes	<input checked="" type="checkbox"/>	<input type="checkbox"/>
(repeat)	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Excellent managerial skills – including planning, organising, prioritising, managing resources and working to timelines	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Advisory skills and business understanding	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Fluency in Arabic	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Fluency in Dari	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Previous experience in the international development sector	<input type="checkbox"/>	<input checked="" type="checkbox"/>

Competencies:	Essential	Desirable
Excellent organisation and effective communication	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Conflict resolution and critical thinking	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Proactivity and self-motivation	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Great listening and rapport building	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Ability to work as part of a team	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Strong leadership skills and ability to coach and support peers and team members	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Strong attention to detail and organisational skills	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Ability to engage with customers appropriately, establishing credibility and appropriately representing Al-Ayn externally	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Demonstrate adherence to Al-Ayn's ways of working, including exercising discretion appropriately and respecting confidentiality at all times	<input checked="" type="checkbox"/>	<input type="checkbox"/>