



1. Job Details

Job Title	Graphic & Multimedia Designer	Hours	14 per week	Line Manager	Head of Communications
Department/ Location	Development Team, Edinburgh	Contract Type	Part-time, Permanent	Salary	£29,849 pro rata

2. About Thistle

At Thistle we believe in a world of inclusion, free of isolation and loneliness, where a health crisis doesn't mean a life crisis.

Our charity supports people with disabilities and long-term health conditions; to lead good lives and achieve what matters most to them. We believe that everyone in Scotland should have access to our person centred approach to health and wellbeing.

3. About the role

The Communications Team at Thistle is responsible for: brand, marketing, digital communications, design, PR and internal communications. At Thistle we live and breathe our vision and values and the team is passionate about delivering quality, creative communications.

We're looking for someone to take our branding to the next level. This role will be pivotal in developing a clear brand identity for Thistle by delivering engaging and impactful graphic and multimedia design content that will help us to tell the story of who we are and what we do.

4. Main responsibilities

- Be a brand ambassador for Thistle. Working with the Head of Communications to develop a consistent brand look and feel;
- Working with colleagues in the Communications Team to design impactful campaign content;
- Developing graphic and multi-media design content for a range of projects;
- Delivering content for multiple channels e.g. print, website, social media, events, display, email;
- Working with colleagues across the organisation providing advice and guidance on the best way to visually represent campaigns, projects and stories.

5. Knowledge, skills and experience

Essential

- 2+ years of graphic design and/or multimedia content production;
- Proficient in Creative Cloud, particularly InDesign and After Effects;
- Demonstrable experience in multi-channel design across multiple deliverables and formats;
- Experience of delivering short-form animated content and infographics;
- Ability to interpret and deliver from creative briefs;
- Experience of working within brand guidelines;
- Ability to work proactively and creatively on your own or as part of a team;
- Creative with good attention to detail;
- Excellent communication skills;
- Demonstrable relationship building skills;
- Excellent time management skills;
- Always learning and hungry to improve;
- Ability to work to tight deadlines;
- Flexible approach to work, able to accommodate competing priorities and adapt to change;
- Ability to assess ideas against business priorities;
- Managing conflicting priorities.

Desirable

- Broad understanding of UI/UX design;
- Experience of developing brand guidelines;
- Experience of photography, film and editing software.

6. Key contacts and relationships

- The Thistle Team;
- The Thistle community (people we support and our volunteers) and Thistle supporters;
- Agencies.

7. Additional information

- At Thistle we work in a hybrid working environment, between home and our Craigmillar office (13 Queens Walk, Edinburgh EH16 4EA) ;
- This is a permanent, part-time (14 hours per week) position;
- This post is subject to a PVG Disclosure.

8. Thistle approach – core competencies

Competency	Description
Understanding self	In order to work well with people we need to develop a good understanding of ourselves and the impact we have on other people. Being genuine, respectful and listening with empathy to other people’s perspectives lies at the heart of all our interactions. We believe this practice is nurtured by the ability to continually reflect on ourselves and the impact we have on others.
Building person-centered relationships	In order to be genuinely person-centered we need to be able to develop supportive, collaborative and enabling relationships. We also believe that people are the experts in their lives, that they are doing their best and that by working alongside people we are more likely to succeed. We reflect on the extent to which we create trust in all our relationships and how well we work within teams.
Making a difference using person-centered approaches	We believe that using person-centered approaches can be critical to whether people make the changes they want in their lives or not. We do this by focusing on what matters to each person and what they want specifically to achieve including taking life enhancing risks. We always encourage feedback in order to learn and improve on what we do.
Focusing on Strengths, resilience and contribution	We believe that people have strengths, skills, knowledge and resilience and the ability to contribute to their own and others’ lives. We need to be flexible and innovative to enable people to share these attributes and make the most of all contributions in order to find creative solutions. We celebrate the success this brings and build our resilience by learning from setbacks.
Promoting wellbeing, citizenship and community	We believe that everyone is a citizen with rights, responsibilities and a contribution to make to their community. This is only meaningfully possible when you have genuine wellbeing and are fully included in your community. This belief drives the work we do at Thistle so we know we must try to influence the unequal and discriminatory aspects of our society in order to change how things currently are. This requires us to share the ‘Thistle Approach’ more widely and in turn, learn from the world around us. To do this well we must continually reflect on what this means for us as individuals and as an organisation.

9. Job Description Creation and Revision

Created	June 2022
For review	June 2023