

UX Champion

(Front-End Client Leader)



kinesis

After reviewing this position, please visit the “career center” section of the Kinesis website. There you’ll find more information, as well as the form used to begin the application process. *No phone calls, please.*

Letter from Kinesis CEO, Shawn Busse:

"I am looking for an energetic interactive professional who understands the critical interplay between marketing and the web. This person will champion technology, user-experience, and our clients' online marketing efforts.

We're after a trifecta with this position: a person who can map out incredible user experiences, generate clean front-end code, and hold the client's hand through the whole process. Some might say we're looking for a Unicorn, but we believe this person will be our next amazing employee.

On a day-to-day basis, our UX Champion is both a creative and collaborative force within the organization. The ideal candidate is a leader - you enjoy working face-to-face with clients and presenting your ideas with confidence and an ear for other points of view.

This position is pivotal to our organization and represents an incredible opportunity for a mid-career professional. If you're looking to make your mark and become part of our foundation, this is a rare opportunity to spread your wings."

For the "A" player looking for something special and who can answer "yes" to the following questions, this is the opportunity for you:

- Do you enjoy working in a collaborative environment where you're expected to contribute top-notch ideas?
- Do you have a track-record of success working in a nimble yet effective way?
- Are you comfortable communicating with clients and vendors outside of the organization?
- Do you have clear, concise, and effective communication skills?
- Can you gracefully handle rejection by clients or other team members?
- Can you fluidly move from planning to execution?
- Are you looking to work at a firm that's unlike any other?



Live the Kinesis Values

Kinesis team members strive to live our core values every day. We don't give lip-service - we live, breathe, and believe in these core tenants. For the interactive position, this is what's expected:

Think Big: “Outside the box” may be a tired cliché, but at Kinesis, we expect our team to approach every problem with the question, “what if?” Our clients look to us for guidance in standing out in their industry. We've won plenty of awards - what we care about is when our clients say, “Wow!”

Build to Last: Trends are for other agencies. We want to build brands that stand the test of time and represent a real, lasting value to our clients. Work done by the design team is built with exacting care, attention to detail, and an emphasis on long-term success.

Share the Good: Your mother, your teachers, and Dr Seuss all know this truth - sharing is a good thing. The Kinesis design team fosters collaboration and the exchange of ideas (no cubicles and headphones here!). We work in an open office environment, and strive to bring good ideas to our clients, to our coworkers, and to the community around us.

Do the Right Thing: At the end of the day, it all boils down to integrity. Make a mistake? Own it, fix it, and try not to do it again. Apologize if necessary and try not to repeat.



Qualifications

At Kinesis, core values, abilities, and a demonstrable track record of success are more important to us than direct experience. ***In fact, we tend to hire for attitude and drive over technical acumen - our people are motivated to help those around them.*** An ideal candidate would demonstrate the following:

CORE ATTRIBUTES - WHAT MAKES YOU TICK!

- Sees potential and seizes opportunities to improve systems and processes
- Leads change both inside and outside the organization
- Constantly learning and looking for new or better solutions
- Loves to help clients and team-members excel
- Enjoys working directly with clients

EXTERNAL: CLIENT INTERACTION & PROJECT MANAGEMENT

- Think strategically to add unexpected value to clients
- Leads client meetings and present winning concepts
- Vets and selects top-quality outsourced partners
- Influence clients to choose practical yet ambitious solutions
- Embraces and leads Wireframing and Prototyping processes

INTERNAL: TEAM GUIDANCE

- Facilitates growth and development of those around you
- Know how to lead Design and Content teams to successful outcomes
- Manage and oversee complex projects from concept through execution
- Lead project meetings to produce positive solutions

PROFITABILITY

- Manage design time to set task budgets
- Manage and prioritize job schedule to align with timelines
- Maintain at least 65% billable time

TECHNICAL SKILLS (SEE APPENDIX BELOW FOR DETAILS)

- Understands and can implement effective responsive design processes.
- Capable of hand coding vital areas of HTML5, CSS, Wordpress



- Proficient with Javascript and Frameworks (Jquery)
- Proficiency in Photoshop and Illustrator
- Usage of appropriate applications (texteditor, FTP, mySQL admin, web panels)
- Clear and efficient code formatting and commenting
- Consistent browser testing and bug tracking to permit limited amount of live issues

10 Reasons Why Working at Kinesis is GREAT!

Working at Kinesis is more than a job - it's a career that means lifelong learning, collaboration, and personal growth. Here are just a few of the benefits of joining our team:

1. Competitive compensation
2. Flexible work environment and paid time off
3. Medical coverage
4. 401k with 4% match
5. Company-paid training and vacation
6. Working alongside "A-player" team members
7. Self-direction and limitless career growth (we don't stick people in corners)
8. Outstanding work environment and a new office in the north Pearl area
9. Feeling like you're part of our family
10. Making a difference in the world through our work

What Our Employees Have to Say:



Coming to Kinesis meant leaving a great job. So why did I do it? In a word: growth. At Kinesis, I'm able to expand my horizons every day I show up to work. It's a non-stop learning environment where the company truly rewards those who push the envelope. However, growth doesn't come at the expense of work-life balance. Unlike other agencies, the leadership here values its employees and makes sure they thrive both at the office and in their free time.

Marcella Vail, Senior Strategist

September 2013 - present





When I came to work at Kinesis I was immediately struck by how much opportunity was available to me. This is a company where the only limits are those you impose on yourself. In less than a year, I've become an integral part of the team and our client's efforts. It feels great to know you're valued by your clients, coworkers, and leaders.

Kat Kocurek, Campaign and Content Strategist

May 2013 - present



After nearly 9 years at Kinesis, I can honestly say each and every day brings a new challenge. Working here is about constant growth and transformation - my skills continue to expand and I have freedom to explore and discover my right-fit career path.

People often ask me why I've stayed so long. My answer: the leadership and people. I know that I am valued not only for what I do, but for who I am as a person -- this provides a deep sense of security. Kinesis puts people first and as a result, we have a team that genuinely cares about one another. We are truly family.

Michelle Cheney, Senior Designer

January 2005 - Present

How to Apply:

Kinesis has a more thorough hiring process than most small businesses. We're committed to finding the right fit and providing long-lasting careers for our employees. As such, our process involves several interviews, a career history review, and in-depth reference checks. If you feel you're up for our rigorous hiring process, visit our online career center and click on the "UX Champion" link: <http://www.kinesisinc.com/contact/career-center/>



Fill out the form at the bottom of the page and be sure to include a cover letter and resume. We look forward to hearing from you!

APPENDIX OF TECHNICAL SKILLS

We don't expect every candidate to be expert in all technical arenas...in fact, the best employees know their strengths and weaknesses well enough to identify areas of improvement. The following list should help frame the technical requirements for this position.

Basic Front-end Development

- Clean and efficient processing of visual files
- Proficient with HTML
- Proficient with CSS

Advanced Front-end Development

- Proficient with Javascript and Frameworks (Jquery)
- Understanding of XML

Wordpress - General Understanding

- Basic installation and database implementation
- Comprehension of page/file structuring and appropriate usage
- Mapping out architecture
- Plan out basic and custom element solutions

Wordpress - Theme Development

- Able to develop Responsive Wordpress sites
- Understanding and implementation of PHP and Wordpress specific syntax
- Integration of CSS and JavaScript into theme
- Knowledge of Wordpress-specific functionality

Wordpress - Plugin Development

- Understanding of useful and appropriate plugins
- Integration of advanced functionality plugins with themes
- Development and maintenance of Kinesis plugins

Wordpress - Content Population

- Enter in content and finesse formatting
- Visual element population (photos)

Back-end Development



- PHP basic functions, formatting, and structuring
- MySQL database management

Alternate CMS Solutions

- Understand strengths and weaknesses of WP alternatives - ExpressionEngine / Drupal
- Knowing appropriate usage and correct implementation

Alternate Development Environments

- Understand strengths and weaknesses of Flash, ASP, Ruby, etc.
- Knowing appropriate usage and correct implementation of languages and applications

Infrastructure Support

- Understanding and implementation of Hosting/Domain/DNS
- Understanding of Server environments (LAMP)

Metrics

- Able to interface with PPC
- Gathering and understanding of client metric reports
- Analysis of custom client metrics

Social Media/Ezines

- Technical aspects of social media and account setup
- Setup and programming of Mailchimp templates

