|  |  |
| --- | --- |
| Job Title | Animation Lead |
| Team | L.A.B.S |
| Salary | £35 – 40K depending on experience |

Overview of **Orchard**

|  |  |
| --- | --- |
| For Excellence and Inspired Solutions? Think Orchard.  At Orchard, we pride ourselves on building trusted, long-term partnerships with our clients. We take the time to understand their goals, challenges, and audiences - so we can deliver creative solutions that truly make an impact. Joining our team means becoming part of a culture that values client excellence, where every project is approached with care, collaboration, and a commitment to exceeding expectations.  You will be joining an organisation that is 100% Employee Owned. This is something we’re all so proud of, and it means that every team member has a real stake in the business. We all share in its success, and its responsibility. This ownership model empowers our people to think like owners, contribute ideas freely, and take pride in the work we do together. It fosters a collaborative, transparent, and inclusive culture where your voice matters and your impact is recognised. When you join Orchard, you’re not just taking a job - you’re becoming part of something you help shape. |  |

Overview of **Role**

|  |  |
| --- | --- |
| We’re looking for a highly skilled and imaginative Animation lead to join our Digital Innovation team in Cardiff. This is a hybrid role, offering the flexibility of working from home three days a week while collaborating in person two days a week. You’ll be a key player in bringing creative visions to life - leading projects from concept through to final delivery with a strong focus on storytelling, design, and animation. We take pride in our tagline, “*Our clients think differently*,” and we’re looking for someone who truly embodies that mindset. The ideal candidate will be a forward-thinker in digital communications, someone who challenges convention, seeks innovative solutions, and prioritises doing things the right way over taking the easy route  At Orchard, we’re committed to creating an inclusive environment for all. We believe that talent and potential aren’t defined by academic qualifications - that’s why a degree is not required for this role. We recruit and develop our people based on merit and their passion; therefore, we welcome applications from individuals of all backgrounds and experiences. |  |

|  |  |  |
| --- | --- | --- |
| Key Responsibilities   * Lead the creative development and execution of multimedia projects, from initial concept to final delivery. * Create compelling storyboards and visual narratives that align with client objectives. * Produce high-quality illustrations, designs, animations, and 2D post-production assets. * Oversee compositing and post-production workflows to ensure polished, professional outcomes. * Act as the main point of contact for clients, building strong relationships and ensuring clear, proactive communication throughout the project lifecycle. * Manage project timelines, budgets, and resources, ensuring delivery on time and to brief. * Collaborate closely with internal teams including design, marketing, and production to ensure creative consistency and excellence.   Skills & Experience   * Proven experience as a Senior Animator or in a similar creative production role. * Strong portfolio showcasing expertise in storyboarding, illustration, design, animation, 2D post-production, and compositing. * Excellent communication and interpersonal skills with the ability to confidently engage with clients. * Demonstrated Account Management experience, with a knack for balancing creative vision and client needs. * Highly organised with strong project management skills and attention to detail. * Proficiency in industry-standard software (e.g. Adobe Creative Suite, After Effects, etc.). * An understanding of 3D workflows and projects would be desirable but not essential. * Experience with the RED Giant suite of tools and plugins would also be desirable.   What We Value   * Creativity, curiosity, and a collaborative spirit. * A proactive approach to problem-solving and innovation. * A commitment to inclusivity and accessibility in both creative output and team culture. |  |  |

**Our benefits package**

|  |  |
| --- | --- |
| Our people are what makes us so special. That’s why we offer a generous benefits package to all who are part of our team. Here’s an example of the benefits that are available:   * Flexible and remote working opportunities * 10 – 4 core hours * 25 days annual leave, increasing to 30 in line with Length of Service * Bonus day off for your birthday and at Christmas * Monthly wellbeing hours * A generous training budget * Private medical cover, including Dental and Optical cover * Enhanced Compassionate Leave * Enhanced Maternity, Paternity & Adoption Leave * Enhanced Sick Pay * Summer Friday’s * Monthly Breakfast Club and Quarterly Team Socials * x4 Annual Employer Supported Volunteering Days * Cycle to work scheme * 8% pension (that’s 4% matched from you and us) |  |