

Job Title	Middleweight Designer
Team	Creative

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.

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.

Overview of Role

As a Middleweight Designer, you'll play a key role in delivering creative projects across both print and digital media. You'll collaborate with our creative team and clients to develop concepts, craft compelling visuals, and ensure brand consistency. This is an exciting opportunity to work on diverse projects and further develop your skills in a supportive, forward-thinking environment.

Key Responsibilities

- **Collaborate Creatively:** Work closely with the Creative team and other solution areas to brainstorm, develop, and refine creative concepts for a variety of clients and campaigns.
- **Design Across Media:** Produce high-quality design work for both print (e.g., brochures, posters, branding materials) and digital platforms (e.g., websites, social media, email campaigns, digital ads), ensuring all outputs are visually compelling and on-brand.
- **Brand Development:** Contribute to the creation and evolution of client brands, ensuring visual consistency and integrity across all touchpoints and deliverables.

- **Conceptual Thinking:** Develop and communicate strong creative concepts that address client briefs, presenting rationale and creative direction both internally and to clients.
- **Storyboarding & Pitching:** Assist in the creation of storyboards, mood boards, and pitch materials to support new business opportunities and project proposals.
- **Client Engagement:** Liaise directly with clients and/or project managers to understand project objectives, gather feedback, and ensure client satisfaction throughout the design process.
- **Project Management:** Manage multiple projects simultaneously, prioritising tasks and meeting deadlines while maintaining a high standard of quality and attention to detail.
- **Presentation:** Present your work confidently and clearly to both internal teams and clients, articulating design decisions and responding constructively to feedback.
- **Innovation & Learning:** Stay up to date with design trends, tools, and technologies, including AI and automation, and proactively suggest ways to enhance creative workflows and outputs.
- **Quality Assurance:** Review and proof all design work for accuracy, consistency, and adherence to brand guidelines before final delivery.
- **Continuous Improvement:** Seek and act on feedback to improve your own work and contribute to the ongoing development of Orchard's creative offering.

Skills & Experience

- 3–5 years' experience in a design role, ideally within an agency environment (or equivalent experience).
- Strong portfolio demonstrating creative work across both digital and print.
- Advanced skills in Adobe Creative Suite (InDesign, Photoshop, Illustrator).
- Experience with Figma and motion design (After Effects) is highly desirable.
- Solid understanding of typography, layout, and branding principles.
- Experience designing for digital platforms, including responsive design.
- Excellent communication and presentation skills.
- Able to work effectively under pressure and meet deadlines.
- A collaborative team player with a passion for creativity and innovation.
- A fluent Welsh speaker is desirable.

Who You Are

- Creative thinker with a passion for impactful design.
- Collaborative team player who enjoys working with others.
- Detail-oriented with a solid grasp of branding and visual storytelling.
- Curious about new technologies and open to experimenting with AI and automation.
- Receptive to feedback and committed to continuous learning.
- Positive contributor to an inclusive, supportive team culture.
- Motivated to make a difference for clients, colleagues, and audiences.

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)

Teitl y Swydd	Dylunydd Canolradd
Tîm	Creadigol

Trosolwg o Orchard

I gael Rhagoriaeth a Datrysiadau Ysbrydoledig? Ystyriwch Orchard.

Yn Orchard, rydyn ni'n ymfalchïo mewn meithrin partneriaethau hirdymor a dibynadwy gyda'n cleientiaid. Rydyn ni'n rhoi amser i ddeall eu nodau, eu heriau, a'u cynulleidfaoedd – er mwyn i ni allu cynnig atebion creadigol sy'n gwneud gwahaniaeth go iawn. Mae ymuno â'n tîm yn golygu dod yn rhan o ddiwylliant sy'n gwerthfawrogi rhagoriaeth i gleientiaid, lle mae gofal, cydweithio ac ymrwymiad i ragori ar ddisgwyliadau yn rhan o bob prosiect.

Byddwch chi'n ymuno â sefydliad sy'n eiddo i'r gweithwyr yn llwyr. Mae hyn yn rhywbeth rydyn ni i gyd mor falch ohono, ac mae'n golygu bod gan bob aelod o'r tîm fuddiant gwirioneddol yn y busnes. Rydyn ni i gyd yn rhannu yn ei lwyddiant, a'r cyfrifoldeb amdano. Mae'r model perchnogaeth hwn yn grymuso ein pobl i feddwl fel perchnogion, i gyfrannu syniadau'n rhydd, ac i ymfalchïo yn y gwaith rydyn ni'n ei wneud gyda'n gilydd. Mae'n meithrin diwylliant cydweithredol, tryloyw a chynhwysol, lle mae eich llais yn cyfrif a'ch dylanwad yn cael ei gydnabod. Pan fyddwch chi'n ymuno ag Orchard, rydych chi'n cael mwy na swydd – rydych chi'n dod yn rhan o rywbeth rydych chi'n ei helpu i'w siapio.

Rydyn ni'n ymroddedig i greu amgylchedd cynhwysol i bawb. Dydyn ni ddim yn credu bod cymwysterau academiaidd yn diffinio doniau a photensial – dyna pam nad oes angen gradd ar gyfer y swydd hon. Rydyn ni'n recriwtio ac yn datblygu ein pobl yn seiliedig ar deilyngdod a'u hangerdd; felly rydyn ni'n croesawu ceisiadau gan unigolion o bob cefndir a phrofiad.

Trosolwg o'r Swydd

Fel Dylunydd Canolradd, byddwch yn chwarae rhan allweddol yn y gwaith o gyflawni prosiectau creadigol ar draws cyfryngau print a digidol. Byddwch yn cydweithio â'n tîm creadigol a'n cleientiaid i ddatblygu cysyniadau, creu delweddau diddorol, a sicrhau cysondeb brand. Mae hwn yn gyfle cyffrous i weithio ar brosiectau amrywiol a datblygu eich sgiliau ymhellach mewn amgylchedd cefnogol a blaengar.

Cyfrifoldebau Allweddol

- Cydweithio'n Greadigol:** Gweithio'n agos gyda'r tîm Creadigol a meysydd eraill i ystyried, datblygu a mireinio cysyniadau creadigol ar gyfer amrywiaeth o gleientiaid ac ymgyrchoedd.
- Dylunio ar draws Cyfryngau:** Cynhyrchu gwaith dylunio o ansawdd uchel ar gyfer print (e.e. llyfrynau, posteri, deunyddiau brandio) a llwyfannau digidol (e.e. gwefannau, cyfryngau cymdeithasol, ymgyrchoedd e-bost, hysbysebion digidol), gan sicrhau bod yr holl allbynnau'n ddeniadol yn weledol ac yn cyd-fynd â'r brand.

- **Datblygu Brand:** Cyfrannu at greu ac esblygu brandiau cleientiaid, gan sicrhau cysondeb gweledol a chywirdeb ar draws pob man cyswllt a chynnyrch.
- **Meddwl Cysyniadol:** Datblygu a chyfleu cysyniadau creadigol cryf sy'n datrys briffiau cleientiaid, gan gyflwyno rhesymeg a chyfeiriad creadigol yn fewnol ac i gleientiaid.
- **Byrddau Stori a Chynnig Syniadau:** Cynorthwyo i greu byrddau stori, byrddau naws, a deunyddiau cynnig syniadau i gefnogi cyfleoedd busnes newydd a chynigion prosiect.
- **Ymgysylltu â Chleientiaid:** Cysylltu'n uniongyrchol â chleientiaid a/neu reolwyr prosiectau i ddeall amcanion y prosiect, casglu adborth, a sicrhau boddhad cleientiaid drwy gydol y broses ddylunio.
- **Rheoli Prosiectau:** Rheoli nifer o brosiectau ar yr un pryd, gan flaenoriaethu tasgau a chyrraedd terfynau amser gan gynnal safon uchel o ansawdd a sylw i fanylion.
- **Cyflwyno:** Cyflwyno'ch gwaith yn hyderus ac yn glir i dimau mewnol a chleientiaid, gan fynegi penderfyniadau dylunio ac ymateb yn adeiladol i adborth.
- **Arloesi a Dysgu:** Cadw llygad ar dueddiadau, offer a thechnolegau dylunio, gan gynnwys deallusrwydd artifisial ac awtomeiddio, ac awgrymu ffyrdd o wella llif gwaith ac allbynnau creadigol.
- **Sicrwydd Ansawdd:** Adolygu a gwirio'r holl waith dylunio o ran cywirdeb, cysondeb, a chydymffurfiaeth â chanllawiau'r brand cyn ei gyflwyno'n derfynol.
- **Gwelliant Parhaus:** Gofyn am adborth a gweithredu arno i wella eich gwaith eich hunan a chyfrannu at ddatblygiad parhaus cynnig creadigol Orchard.

Sgiliau a Phrofiad

- 3-5 mlynedd o brofiad mewn swydd ddylunio, yn ddelfrydol mewn amgylchedd asiantaeth (neu brofiad cyfatebol).
- Portffolio cryf yn dangos gwaith creadigol ar draws meysydd digidol a phrint.
- Sgiliau uwch wrth ddefnyddio Adobe Creative Suite (InDesign, Photoshop, Illustrator).
- Mae profiad gyda Figma a dylunio symudiadau (After Effects) yn ddymunol iawn.
- Dealltwriaeth gadarn o egwyddorion teipograffeg, cynllun a brandio.
- Profiad o ddylunio ar gyfer llwyfannau digidol, gan gynnwys dylunio ymatebol.
- Sgiliau cyfathrebu a chyflwyno rhagorol.
- Yn gallu gweithio'n effeithiol o dan bwysau a chyrraedd terfynau amser.
- Yn gallu cydweithio fel rhan o dîm ac yn frwd dros greadigrwydd ac arloesedd.
- Byddai rhywun sy'n siarad Cymraeg yn rhugl yn ddymunol.

Pwy Ydych Chi

- Meddyliwr creadigol sy'n frwd dros ddylunio effeithiol.
- Rhywun sy'n cydweithio'n dda mewn tîm ac sy'n mwynhau gweithio gydag eraill.
- Rhywun sy'n rhoi pwyslais ar fanylion ac yn meddu ar ddealltwriaeth gadarn o frandio ac adrodd straeon gweledol.
- Rhywun sy'n chwilfrydig am dechnolegau newydd ac yn agored i arbrofi gyda deallusrwydd artifisial ac awtomeiddio.
- Rhywun sy'n barod i dderbyn adborth ac wedi ymrwymo i ddysgu parhaus.
- Cyfrannwr cadarnhaol at ddiwylliant tîm cynhwysol a chefnogol.

- Rhywun sy'n teimlo ysgogiad i wneud gwahaniaeth i gleientiaid, cydweithwyr a chynulleidfaoedd.

Rydyn ni'n Gwerthfawrogi...

- Creadigrwydd, chwilfrydedd, ac ysbryd cydweithredol.
- Agwedd ragweithiol tuag at ddatrys problemau ac arloesedd.
- Ymrwymiad i gynhwysiant a hygyrchedd yn ein hallbwn creadigol ac yn niwylliant y tîm.

Ein pecyn buddion

Ein pobl sy'n ein gwneud ni mor arbennig. Dyna pam rydyn ni'n cynnig pecyn buddion hael i bawb sy'n rhan o'n tîm. Dyma enghraifft o'r buddion sydd ar gael:

- Cyfleoedd gweithio hyblyg ac o bell
- Orlau craidd 10 – 4
- 25 diwrnod o wyliau blynyddol, yn cynyddu i 30 yn unol â Hyd Gwasanaeth
- Diwrnod ychwanegol o'r gwaith ar eich pen-blwydd a dros y Nadolig
- Orlau lles bob mis
- Cyllideb hyfforddi hael
- Yswiriant meddygol preifat, gan gynnwys Deintyddol ac Optegol
- Absenoldeb Tosturiol Estynedig
- Absenoldeb Estynedig o ran Mamolaeth / Tadolaeth / Mabwysiadu
- Tâl Salwch Uwch
- Dyddiau Gwener yr Haf
- Clwb Brecwast Misol a Digwyddiadau Cymdeithasol Chwarterol
- x4 Diwrnod Blynyddol ar gyfer Gwirfoddoli gyda Chefnogaeth y Cyflogwr
- Cynllun beicio i'r gwaith
- Pensiwn o 8% (sef 4% ganddoch chi, a ninnau'n rhoi'r un faint)