



Visually Skilled Consultant

Salary: Dependent on experience

Location: Oxford OX1

Job Type: Permanent

Visual Meaning is a specialist management consultancy firm looking for a **visually skilled consultant** with excellent analytical skills who wants their work to make a difference. Come join our Oxford-based consultancy team! In this client-facing role, you will be using your visualisation and communication skills for the production of our interactive visual maps, that empower our clients to see and address their systemic challenges. It's important for you to have a strong visual skillset, working with concepts and translating them into visual representations of real-world systems.

Our consulting approach combines **visual and systems thinking with graph technology** and semantically structured data to help people understand anything that's big, complex, ambiguous, or difficult. Our online visual maps create a shared understanding of the systems, models, and challenges that our clients care about. You'll be joining a team of colleagues who together bring diverse skills and perspectives to our client work, resulting in a creative, dynamic, and highly collaborative workplace. You can see an example of our work here: <https://eu.ecosystem.guide>

Your **analytic approach to visualisation** is required in the Project Delivery Team, where we support our clients by building meaningful visual models that are hosted on our bespoke platform. Your role will ensure we leverage the compositional aspects of our visual models, to best communicate client data and narratives. This role will be fulfilled by a someone with experience of client-facing consulting, **who is a skilled visual designer**, and has strong communications skills. As well as learning our own visual methodology, you will be further expanding your client handling and project management experience, with opportunities to grow in data handling and systems thinking.

We expect this role will be doing:

Collaborating closely with others in the delivery team to co-create visuals that are clear, aesthetically appealing, and convey meaningful content, by:

- Creating initial sketches (hand-drawn or digital) of client narratives, systems, and models for use in conversation externally with the client and internally with our team
- Working with clients directly via interviews and facilitated workshops in order to understand what they want to communicate, who the audience is, and what details are required to bring the composition to life
- Use visualisation techniques during in-person sense-making with clients, building intuitive models that can support thinking on complex topics
- Analysing client information (interview notes, documents and datasets) to extract insights for visual communication and understand how this data could be presented on our platform
- Creating rich pictures of client ecosystems, translating these from hand drawn sketches into detailed adobe illustrator files
- Working with our library of visual assets in Adobe Illustrator and adapting existing visual content for use in new projects

- Writing clear briefs and developing draft examples for our illustrators to produce more detailed versions for our interactive platform.
- Designing visuals suitable for our interactive platform that meaningfully reflect the client's reality – sometimes captured in tabular datasets – in pursuit of their change-based outcomes.
- Working within the constraints of project budgets, reporting on timelines around visual deliverables, and coordinating with other team members to ensure client expectations are met

To apply, please send a CV, examples of your visual work and covering letter to jobs@visual-meaning.com. We will be looking for evidence of the following experience and skills required for the role:

Requirements:

- 2.1 degree (or equivalent experience) in an academic discipline
- Artistic / design skills: strong sense of composition, graphic design, visual thinking and information design (a visual portfolio will strengthen the application)
- Experience with vector graphics software (Adobe Illustrator preferred, but alternatives acceptable)
- Strong analytical skills; an ability to make sense of complex or ambiguous concepts and distil them into simple, meaningful insights
- An aptitude for seeing the bigger picture and being able to represent it back to people
- Willingness to learn our particular methodological toolkit, curiosity and openness to different perspectives and feedback
- Confidence to use your visual skills to capture and develop insights in live sensemaking sessions
- Strong collaboration skills: comfortable working with teams and diverse stakeholders.
- Project management and client-handling experience
- Excellent verbal and written communication skills

Nice to have:

- Interest in data, and using data to support decision-making.
- Experience using MS Excel (or equivalent) for data handling
- Experience developing Rich Pictures
- Experience with graphic facilitation/scribing

In return you can expect an opportunity to join a thriving and dynamic firm where benefits include:

- Friendly tight-knit Oxford-based team, with colleagues driven by a desire to make a difference in the world.
- Salary dependent on experience, for a 35-hour week.
- 25 days paid holiday & all bank holidays.
- +5% employer pension contribution
- Employee travel season ticket loan available
- Flexible and remote working policies – 3 days a week office based (4 for the first six months)
- Generous sick pay and parental leave policies
- Salary sacrifice options available for pension contributions and cycle-scheme purchases
- Full suite of IT equipment (including MacBook Pro and AirPods)