Full-Time

UX Designer

Company Overview

Founded in 2010, Cultivate has evolved to become the Gifting Experts of our industry and a trusted gifting partner for our growing portfolio of clients. We believe gifting connects people and fosters long-lasting relationships. That's why our Virtual and Event Gifting solutions appreciate people with a quality gift of their choice online and on-site. At Cultivate, we work as one towards our mission to change the way companies think about and value appreciation.

After a decade of growth and success in the niche business of Event Gifting, Cultivate introduced Virtual Gifting, a new, innovative platform that helps clients deliver appreciation directly to people's inboxes. Now, we have the unique opportunity to offer a wide range of new solutions to our existing customers and new markets.

As we head into our next decade of gifting, Cultivate is recruiting across multiple teams to help us further accelerate our growth. If you want to put your skills and talents to use in helping companies create meaningful connections through gifting and have the grit and determination to help further our company mission, we'd love to hear from you!

What We Need

Cultivate is currently recruiting a full-time UX Designer to help bring our Virtual Gifting vision to life. Our team is a small group of talented individuals who operate more like a start-up. We are looking for a pragmatic, empathetic, and collaborative generalist designer who is capable of fulfilling many design roles and responsibilities. The ideal candidate is eager to work closely with upper management and see their creative contributions impact a product that helps people make meaningful connections through gifting. As a member of Cultivate's Operations Team, this position will report directly to the Virtual Gifting and Brand Manager.

What You Will Do

- Gain an in-depth understanding of the organization, products, image and target market.
- Work on highly collaborative, cross-functional teams not only with fellow designers, developers, and engineers but people on our Sales, Marketing, Customer Support, Client Success, and Purchasing teams.
- Participate in user research, information structure, wireframing, prototyping, and visual design.
- Focus on designing the experience of our Virtual Gifting platform and how it functions.
- Strive to understand the user flow, or the path, that a typical user takes to complete a task on our Virtual Gifting Platform.
- Help determine what the Virtual Gifting platform will look like and how it feels to move throughout our platform.
- Assist the team in developing and implementing successful User Research and Testing strategies.
- Find ways to make the language on the platform clearer so that the user experience is more intuitive.
- Participate in creative brainstorming sessions (e.g. design sprints) with key stakeholders.

Must Haves
- 4-year college degree preferred in a design related field. Years of experience and certifications will be considered in lieu of education.
- 3-5 years of experience.
- An online portfolio that demonstrates your brand as well as good UX design and thinking.
- Familiarity with the product development life cycle.
- Fluent knowledge of Figma, Sketch, Adobe XD, or a similar tool.
- Experience with user research and testing.
- Proficiency with G Suite and MS Office Suite.
- Proficient knowledge of the Macintosh computer operating system.
- Innovative and creative thinker.
- Highly organized and detail-oriented with excellent follow-up and time management/prioritization ability.
- Ability to meet deadlines.
- Strong organizational skills with the ability to multitask.
- Excellent verbal and written communication skills.
- Excellent interpersonal skills with a collaborative work style.
- Committed to cross-departmental collaboration.

Standout Skills

- Experience working on a design sprint.
- Experience using Productboard and/or Asana.
- Experience working in an Agile environment.
- Specialized skills in user research and testing.
- Working knowledge of Laravel.
- Fluent knowledge of other design tools and software (Adobe Illustrator, InDesign, Photoshop and Adobe Creative Suite).

Compensation and Benefits

- Annual salary: $75,000 - $85,000 based upon experience.
- Benefits include 401k (with 3% match), insurance plans (health, vision, and dental), paid time off, seasonal half-day Fridays, employee recognition programs, and referral bonus opportunities.

Remote Work

- We are currently working remotely due to COVID-19 but have an office in Boulder, CO that local employees can work from if they choose to.

Physical Demands

- Events demand physical activity requiring the ability to lift up to 50 pounds.

The above description reflects most duties assigned to the position. Other responsibilities may be requested at any time.

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