

THE BEST WAY TO
PREDICT THE FUTURE
IS TO CREATE IT

emcdesign GRADUATE
SCHEME 2021

NICE TO

We're **EMC DESIGN**, one of the world's leading design agencies for the publishing industry.

We started in 1990, and have always been **passionate** about taking on the **best new designers** the industry has to offer. Since then we've grown to be **the UK's largest design studio** dedicated to educational publishing, with 30+ employees.

WHAT IS EDUCATIONAL PUBLISHING?

Well, predominantly **books** (but increasingly digital materials), for people in a whole spectrum of educational environments. From infants to adults; learning anything from languages to science. Considering we work in a niche area of the design industry, the variety of the work we do is **immense**.

Our clients are **international publishing houses**, who commission the courses we design, and distribute them **all over the world**.

MEET YOU!



OUR MARKETS

UK & EUROPE USA & CANADA MIDDLE EAST AFRICA SOUTH, CENTRAL AMERICA & CARIBBEAN ASIA PACIFIC

WHAT WE DO

OK SO BOOKS, THAT'S EDITORIAL DESIGN, RIGHT?

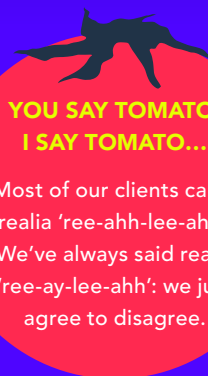
Correct! In a nutshell our job is to use great typography and images to turn a manuscript into a beautiful book. The added challenge with educational design is that we have to maintain a strict structure; you'll hear phrases like 'visual hierarchy' and 'intuitive navigation'. It means we need to be even more creative with our solutions, and our designs have to work even harder.

The job has two sides; technical design work (typesetting, editorial corrections, navigational design), and **realia**.

DESIGN WITHIN DESIGN, LIKE ARTY INCEPTION...

Realia is texts students read and then answer questions about. Typically realia looks like texts from real life (it's where the name comes from; REAL-ia)—so magazines, websites, gig posters, plane tickets, instant message conversations—pretty much anything and everything! Our work can include logo design, branding, brochure design, user interfaces... the list is endless!

This means we have to be the best all-round designers, AND do it all within the confines of the course's visual identity and learning outcomes. It's what makes the role challenging, but equally satisfying.



YOU SAY TOMATO,
I SAY TOMATO...

Most of our clients call it realia 'ree-ahh-lee-ahh'. We've always said realia 'ree-ay-lee-ahh'; we just agree to disagree.

FIGHTING FOR VOTES FOR WOMEN

This excerpt from the autobiography of Emmeline Pankhurst tells the story of a day in 1905 when she and her daughter Christabel went to a political meeting to discuss their views about votes for women.

Amos Kenney and my daughter Christabel had the job of questioning the speaker at the conference. They sat quietly through the meeting, and at the end questions were asked. Several questions were asked by men and were politely answered. Then a man stood up and asked, "If the party returns to power, will you take steps to let women vote?" In the same hour Christabel had to go a small stage to read "Votes for Women" so that everyone in the hall understood the question. The speaker did not reply to Christabel's question, and the next morning she had faced her rally only for men, while one of the organizers pressed his hat over her face. A confusion of shouts and cries succeeded from all over the hall.

When the motion was put again, my daughter Christabel stood up and repeated the question: "Will the government... give votes to women?" Again, the speaker ignored the question, and again a storm of shouts and angry cries broke out. A policeman left the platform and came down to the women, asking them to write their question, which he presented to him in the speaker. They wrote: "Will the government give votes to working women?"

The policeman handed the question to the speaker, who read it, and said it to the others on the platform. They also read it with dislike, but so one

Monster of disguise

HOW TO GET THE LOOK

Sometimes the hardest thing about fashion is knowing where to look for advice. Check out our reviews of the apps and services that might just help.

The Style Advisors
Are you confused with clothes on your phone? Do you need the perfect look for a special event? The Style Advisors can help. One of our fashion experts will be here to help you and advise for you, and then they'll give you the links to buy the items you like or offer you the cheapest option and you'll not wait two weeks for an appointment, but it's personal to you.

Your Look, Your Way
If you're bored with the old ways, online and high, check out Your Way. This app lets you create a more interesting wardrobe. You select an item and the online tools to make your own design. Add colors, patterns, a message or a photo of yourself to fabric, and the cheapest option and you'll not wait two weeks for an appointment, but it's personal to you.

From Small to Tall

Hair Score

Kings of the Sea

Shark fact file

- They live in every sea and ocean.
- There are more than 300 types of shark.
- The smallest shark is smaller than a pencil, and the biggest is bigger than a bus.
- Many are grey or grey and white. Sometimes they are blue, dark green or orange.
- They eat all sea animals, for example fish, octopuses, dolphins and penguins.
- Some types of shark live for 15 years and others live for 70 years.

There's the lion.

Right now, most sixteen-year-old girls

Right now, most sixteen-year-old girls are watching a shark documentary on TV. They are watching a shark documentary on TV. They are watching a shark documentary on TV.

GCSE 9-1 CHEMISTRY

SCHOLASTIC

GCSE 9-1 CHEMISTRY

REVISION AND EXAM PRACTICE

Warm-up

Why?

- Increase heart rate
- Warm up muscles
- Increase muscle temperature and pliability
- Increase blood flow to muscles
- Reduce risk of injury

How?

- Dynamic stretches

Main workout

Why?

- Improve cardiovascular fitness
- Improve muscular fitness (endurance / hypertrophy / strength)
- Improve motor fitness (coordination / reaction time / agility / power / balance / speed)
- Improve functional movement patterns
- Lean weight
- Improve confidence
- Improve sports performance

How?

- CV exercise:
 - Rowing
 - Kettlebell
 - Bike
 - Swimming
 - Cycling
- Resistance exercise:
 - Field machines
 - Free weights
 - Body weight
- Appropriate functional and / or portable equipment

CHANGE PLEASE

All kinds of people make plans of changing our world. Most change, but some change our lives in a way that we can't ignore.

A person living in a city, and understanding the need to change the way we live, is not only for the good of the planet, but also for the good of the people. It is not only for the good of the planet, but also for the good of the people. It is not only for the good of the planet, but also for the good of the people.

responsibility and sense of purpose for the future. Early, the most successful of these cities to date, and the most visible to the public, has probably been that of the Big Bang. However, people engaged with a mission on the way.

Now the people behind the Big Bang have been working with another local enterprise in South London, the City School of Architecture. It is a mission to create a new kind of architecture, called Change Place. Like the Big Bang, it aims to be the most successful of these cities to date, and the most visible to the public. It is a mission to create a new kind of architecture, called Change Place. Like the Big Bang, it aims to be the most successful of these cities to date, and the most visible to the public.

By a young firm of London architects, the firm has been working with the City School of Architecture. It is a mission to create a new kind of architecture, called Change Place. Like the Big Bang, it aims to be the most successful of these cities to date, and the most visible to the public.

SMITH'S BLOG OF JAMERICAN

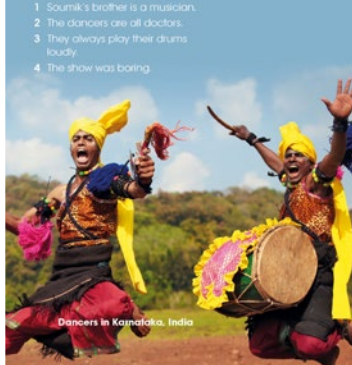
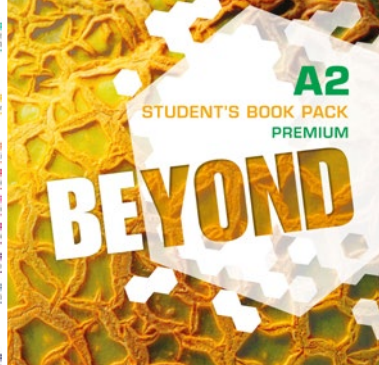
FULL OF BIG HEROES

Caribbean Islander of the 3 million people music are very important to why so many sports and free from our island.

It's seriously at a young r school we follow an athletics every school, there's the school 'n Champ'. Every year, about 50% of the 'heroes of tomorrow' go to the island.

1960s, my own hero Bob Marley when they entered the World Cup in 1980. 'Singer' Jamaica is famous for 'It's Not for the Faint of Heart'.

FACT! The Jamaican bobblehead became famous when they entered the World Cup in 1980. 'Singer' Jamaica is famous for 'It's Not for the Faint of Heart'.





PROFESSIONAL NITPICKERS

ARE YOU A GOOD FIT?

Top of our list are people with an excellent eye for detail, and a particular interest in / aptitude for editorial design.

We're looking for someone who enjoys balancing creativity and technical accuracy. A good mix of academic ability and artistic flair is ideal. If you're a problem solver and you love a puzzle, chances are you'll fit right in!

PASSIONATE
FASTIDIOUS
FERVENT
DISCERNING
INQUISITIVE
AMIABLE
CREATIVE
FOCUSED
ORGANISED
METICULOUS
INTUITIVE
TENACIOUS

THE QUALIFICATIONS WE'RE LOOKING FOR:

- GCSE grades A–C (scores 9–4), including English and Maths
- A-levels
- HND or higher in Graphic Design / Graphic Communication (other design and art-based courses are sometimes accepted)
- Ideally relevant technical experience and a good knowledge of Adobe Creative Suite
- Excellent attention to detail

PERKS



SALARY

Your starting salary will be £20,150. We recognise your progress through regular salary reviews. Our structured salary scale means everyone is treated equally and fairly. We also apply a company-wide cost-of-living increase of 3% every year.



COMMUTE & PARKING

We have free on-site parking if you need to commute by car; lots of people share lifts for a greener alternative. We also run the Cycle to Work Scheme, and have great lockable bike storage and showers.



BONUS

We have a number of discretionary bonus schemes that reward our employees for helping us reach our goals. As well as long service bonuses at 5, 10, 15+ years.



OVERTIME

For the most part we operate in normal business hours, so our people have a good work/life balance. At busy times, overtime is needed and paid. (We don't usually ask graduates to do any until they've reached a competent level of ability in production.)



PENSION

We operate a contributory pension scheme into which you will be auto-enrolled. You contribute 5% of your salary towards your pension, and we will pay in 3% (rising to 5% after 5 years). The scheme enables you to save for your retirement using your own money, together with tax relief and contributions by us.



RELOCATION PACKAGE

We offer a £500 relocation fee to make transitioning into your career financially simple, and we can help you find a place to live locally.



ANNUAL LEAVE

We offer paid annual leave of 20 days (+8 bank holidays). This increases by 1 day for each full

year of service to a maximum of 33 including bank holidays.



PRIVATE MEDICAL INSURANCE

We offer all our staff private medical insurance through Vitality, whereby staff are rewarded for engaging in healthier lifestyles alongside private medical treatment.



HEALTH & WELL-BEING

We are also part of Health Assured, one of the UK's top employee assistance programmes, designed to support our health & well-being at work and at home.

We also have a health and well-being team to implement initiatives, such as mental health awareness training, mindfulness and healthy lifestyle workshops, socials, and an ear to bend when you need a friendly face.

**PEOPLE ARE THE POWER
BEHIND OUR SUCCESS
AND WE TAKE LOOKING
AFTER EACH OTHER
SERIOUSLY.**

WORK HARD

We are proud of our fantastic studio culture – you can genuinely be excited to come to work, and be surrounded by like-minded individuals.

Our space is open and light, we have music playing and the atmosphere is busy but fun! We have two well-equipped kitchen/break rooms (tea & coffee is provided), plants in every room and a cosy reading nook.

You'll have a spacious, comfortable working area and be using a top-of-the-range Mac, with the very latest creative software.

Throughout the year we run all sorts of social and creative events; from croquet to pumpkin carving, lino printing to escape rooms and games nights. Not to mention our annual wayzgoose and (now infamous) Christmas party! We have team lunches to help create a social break from talking shop, and encourage regular walks in our beautiful surroundings.



SNACK OFTEN

ICYMI: WAYZGOOSE

Historically given by a master printer to his workmen each year on St Bartholomew's Day (24 August), this celebration marked the traditional end of summer and the start of the season of working by candlelight.

In modern times, the tradition has been adopted by large publishing and educational sales companies. At emc it means a massive BBQ party!





TIME OUT

Bedford is an incredible, diverse hub for independent events, shops, bars and festivals. There's also a fab creative community to get

involved in. Our team has a huge range of interests, and we'd be more than happy to help you connect with whatever you're in to. If you're not local and have any questions about the area just ask when you come in for interview!

FESTIVALS

River Festival
Bedford Park Concerts

Bedford Proms
Kite Festival

Booktastic
Taste Festival

EATING OUT

The Longholme
Pavilion at the Park
Café at 13 (Vegan)
Wagamama
Vanilla Tree

Beerfly
Bears & Tales
Herd
Decant
The Blue Glass

Coffee with Art
Treat Street
Zizzi
The Rose
The Cochin

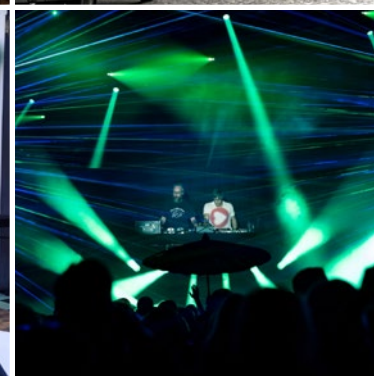
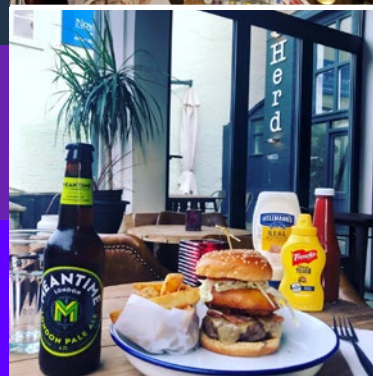
Pen & Cob
Roosters
Rice
Mamma Concetta
Creams

MUSIC, ART & CULTURE

Esquires
The Quarry Theatre
The Place Theatre

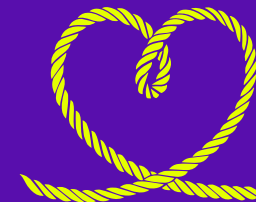
Corn Exchange
The Higgins
Vue & Cineworld

Circus of Illustration
Beds Urban Sketchers
Shakespeare in the Park





LEARNING THE ROPES



DISCUSS
TRAINING
PLAN



INDUCTION

WELCOME
DRINKS



FIRST THINGS FIRST



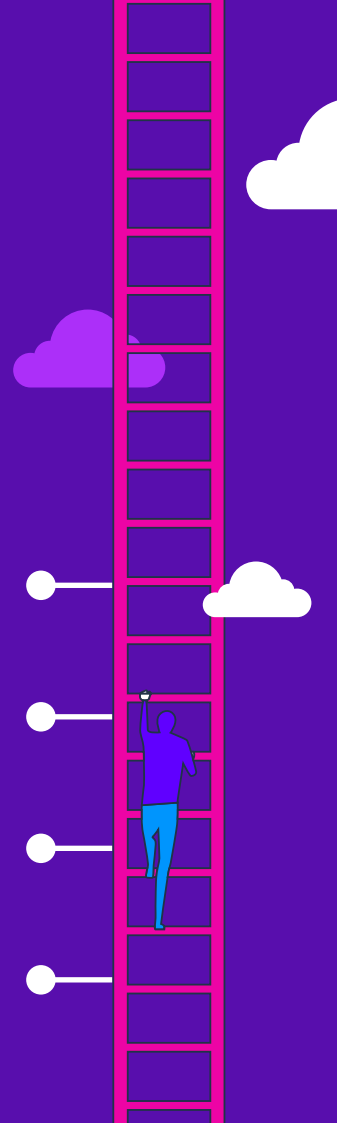
We reward and recognise progress in the company, inspiring your personal growth and professional development.

SENIOR DESIGNER
£29,458 – £38,625

MIDDLEWEIGHT DESIGNER
£21,990 – £32,187

JUNIOR DESIGNER
£20,150 – £25,440

GRADUATE DESIGNER
£20,150

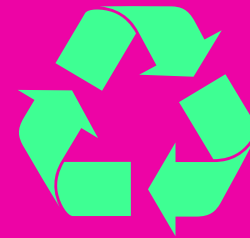


WHAT WE STAND FOR

We aim to ensure that all of our activities positively affect society as a whole, and guarantee that we will work ethically, considering human rights as well as the social, economic and environmental impacts of what we do as a business. We strive to be an ethical consumer, and try to use ethical suppliers wherever possible.



Community and people are really important to us; we donate our time and expertise within our local and professional community, and we donate financially to charities and initiatives we feel connected with



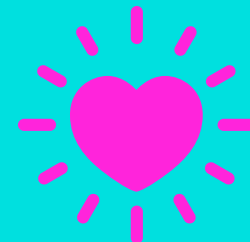
Our values underpin everything we do. We live and breathe them, and they form our guiding principles, daily behaviours and ultimately how we run our business



We work hard to ensure that our studio environment is not only a fair and lawful one, but also an enjoyable and caring one, and go out of our way to listen to and involve all of our people



We operate an equal opportunities policy – from who we recruit, to how we promote. Everyone enjoys the rewards and shares in the successes of being part of a supportive team



THE BALL'S IN YOUR COURT

Apply by sending your CV, PDF portfolio and covering letter to jobs@emcdesign.co.uk

Short-listed candidates invited for first round of interviews.

Graduates chosen and offered positions.

WHAT HAPPENS NEXT?

We're looking for designers to start ASAP and will be looking at applicants as soon as they come in.

Selected candidates invited to 2nd-round interviews, including portfolio review, on-site tasks and panel interview. NB all relevant covid-secure guidelines will be followed.

START DATE ASAP

OUR TIPS TO YOU

Do your research! Why emc? Why are you a great fit?

Read the instructions carefully, making sure you cover all the steps.

Keep your CV short: 1-2 pages at most.

Include in your cover letter why we should hire you, and why you want to work with us.

Landed an interview? Be early and dress comfortably and confidently. Let your enthusiasm show!



WE'RE HERE TO TALK!

TO FIND OUT MORE, OR TO ASK US ANY QUESTIONS,
GET IN TOUCH:

jobs@emcdesign.co.uk

emcdesign.co.uk/joinus

emcdesign GRADUATE
SCHEME **2021**