

THE BEST WAY TO  
PREDICT THE FUTURE  
IS TO CREATE IT

emcdesign GRADUATE  
SCHEME 2022

# 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

# 267 YEARS

collective experience  
in our design team

# 72 LIVE COURSES

in the studio at any one time

# 60,000

pages designed

# 75,600,000

words typeset

# 770,000

coffee beans ground

EACH YEAR

# 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...

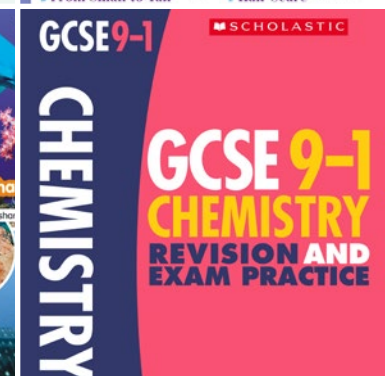
Realia is texts students read and then answer questions about. Typically realia looks like texts from real life (it's where the name comes from; REAL-ia)—so magazines, websites, gig posters, plane tickets, instant message conversations—pretty much anything and everything! Our work can include logo design,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

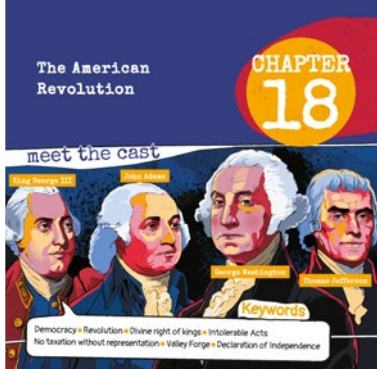
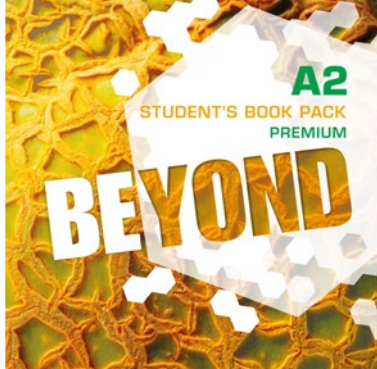


YOU SAY TOMATO,  
I SAY TOMATO...

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.









# 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 £20,860. 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 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.



## FLEXI-TIME

We are currently trialling a flexi-time policy so we have greater autonomy and flexibility around our start and finish times with a core working day of 9.30–4 (decreasing to 10–3).



## 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 (payable on completion of your first month) to make transitioning into your career financially simple, and we can help you find a place to live locally.



## ANNUAL LEAVE

We offer 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. Staff have the option to add family members to their policy.



## HEALTH & WELL-BEING

We are 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 a wide range of well-being initiatives, as well as being 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

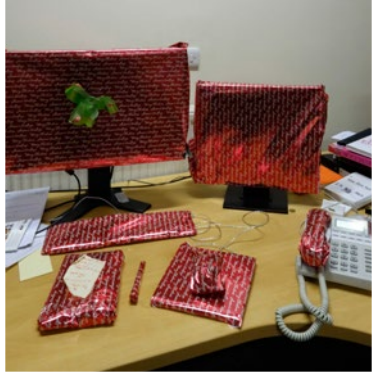
## ICYMI: WAYZGOOSE

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

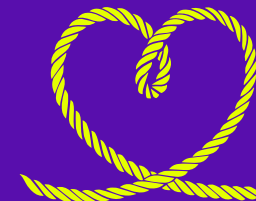








# LEARNING THE ROPES



DISCUSS  
TRAINING  
PLAN



INDUCTION

WELCOME  
DRINKS



FIRST THINGS FIRST



*This chart represents the average split of tasks a junior would be doing over the course of an average project.*

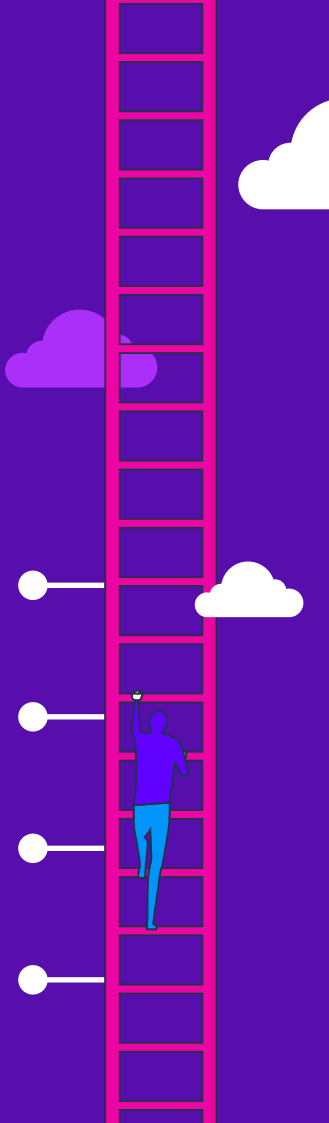
We reward and recognise progress in the company, inspiring your personal growth and professional development.

**SENIOR DESIGNER**  
£28,980 – £39,593

**MIDDLEWEIGHT DESIGNER**  
£24,000 – £33,637

**JUNIOR DESIGNER**  
£21,000 – £25,000

**GRADUATE DESIGNER**  
£20,860

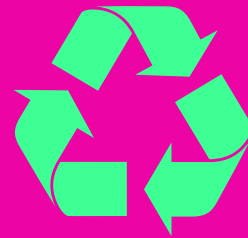


# WHAT WE STAND FOR

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



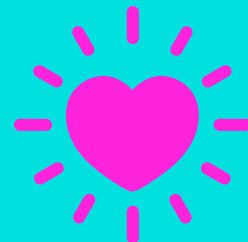
Our values underpin everything we do. We live and breathe them, and they form our guiding principles, daily behaviours and ultimately how we run our business



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



# WE'RE HERE TO TALK!

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

[jobs@emcdesign.co.uk](mailto:jobs@emcdesign.co.uk)

[emcdesign.co.uk/joinus](https://emcdesign.co.uk/joinus)



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