



contact info  
[jobs@weareoust.co](mailto:jobs@weareoust.co)

oust  
ATL | DFW | LA

# EXECUTIVE CREATIVE DIRECTOR

**FULLTIME** || Dallas, TX, Atlanta, GA or Los Angeles, CA.  
(Remote to start)

The ideal candidate will be an entrepreneurial, hands-on leader that will be capable of spearheading the expansion of our talent and portfolio. They should also bring a passionate knowledge of digital creative & social media, as well as a love of smart, beautiful work.

When needed, they will get into the weeds of the work in support of the team or to advance a client project because they balance doing and leading with ease. They must have achieved success as a leader in a Creative Director role with an extensive and striking portfolio. Show us the best work in their portfolio, but also ensure they provide a narrative of the work that takes us through their journey and helps us understand how they collaborate, boundary push, lead, research and execute beautiful, compelling... but really smart campaigns that are cleverly aligned with the business needs!

## Qualifications:

- + A required minimum of 7+ years in an agency/client service-oriented environment
- + 3+ years of management experience working with art directors and copywriters
- + A strong portfolio that demonstrates your experience, storytelling and design presentation skills
- + Advanced presentation/pitching new business experience
- + Experience mentoring art directors and designers in their growth
- + An insatiable sense of curiosity, open-mindedness, and sense of humor
- + Previous experience as a Senior Art Director, Associate Design Director, or Associate Creative Director
- + Social fluency and understanding of how to drive conversation and engagement across digital platforms

## Responsibilities:

- + Maintaining knowledge of best-in-class creative, staying up to date and one step ahead of current trends in visual media, always bringing fresh ideas to the table
- + Strong presence with clients and within the advertising community
- + Ensure creative objectives and approaches align with both agency and client goals and will differentiate the client from the competition
- + Develop and deliver creative concepts and ideas, founded in insights, across all platforms for client briefs
- + Motivate reluctant clients to embrace better work than requested
- + Help the team plan and run effective client workshops and client stakeholder meetings
- + Foster ongoing improvements in creative processes and methodologies
- + Provide leadership and direction to team as they create concepts and execute solutions for clients
- + Recognize and develop great ideas and push them forward
- + Demonstrate interest in, and insight into, the creatives working underneath you in order to inspire and motivate them appropriately
- + Attract, develop and retain top creative talent
- + Lead creative for new business as well as pitch new business
- + Articulating a vision that feels authoritative and rooted in expertise with a clearly defined point of view - you are able to get the team and client excited about the work
- + Prioritize multiple projects and exhibit flexibility to satisfy changing client needs

## **Application Process**

- + Email portfolio to [jobs@weareoust.co](mailto:jobs@weareoust.co)
- + Show us your best work in your portfolio, but also ensure that you provide a narrative of the work, taking us through your journey and help us understand how you collaborate, push boundaries, lead, research and execute beautiful, compelling, and really smart campaigns that are cleverly aligned with the business needs!
- + Application should include
  - + Cover Letter and Resume
  - + Sample work including client KPIs, campaign metrics, etc.
  - + Client list and role on projects

