

GRAPHIC DESIGNER & ILLUSTRATOR

Why We Exist

We don't fix broken culture.
We build human operating systems.

Gapingvoid exists to transform how organizations think, feel, and perform- from the inside out.

We create Culture as a System (CaaS)[™]: a behavioral programming discipline that treats culture like code. It debugs dysfunction, installs belief, and maintains performance—scalably, measurably, and under pressure.

Our team is made up of culture designers, behavior analysts, artists, storytellers, anthropologists, and learning strategists - united by a relentless pursuit of excellence and a bias for bold, meaningful change.

We Cut Through BS.
We Design Belief.
We Install Devotion.

Work sits at the bottom of most people's identity stack. Dead last. Beneath family, friends, hobbies—everything else that matters to them. Joining Gapingvoid means stepping into a fast-moving, emotionally intelligent environment where we care audibly, lead with clarity, and build systems that last. It's intense. It's meaningful. And it changes people—inside and out.

Your Impact on Culture Design[®]

Unlike any other means of communication, compelling visuals convey ideas, visions, beliefs, and cultures more effectively and deeply.

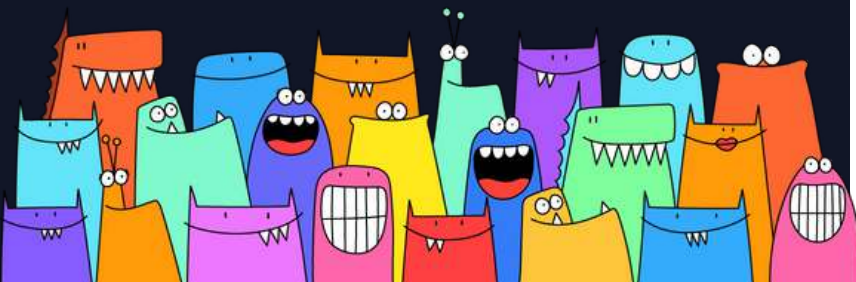
In this role, you will be a true expert at using design and illustration to ignite transformation and start meaningful conversations about important ideas in business, society, and culture.

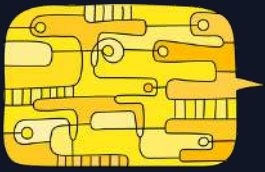
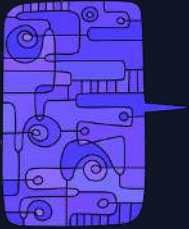
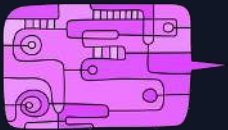
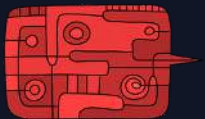
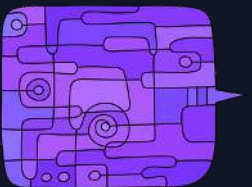
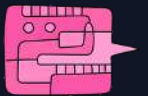
As a creative and driven individual you will play a vital role in extending Gapingvoid's current brand promise - to inspire organizations to do awesome work through poignant visuals that capture complex ideas and make people think and feel.

You will be joining the creative force behind our brand - serving as a key player in driving the look, feel, and execution of our creative assets on a variety of projects, both internal and external.

As a Gapingvoid Designer, you will work as part of the Creative Team, as well as the customer-facing Consulting Team.

This role reports to the Chief Creative Integration Officer.





EDUCATIONAL + PROFESSIONAL BACKGROUND

Undergraduate degree/qualification in a visual arts field- Graphic Design, Multimedia Design, Illustration or related discipline preferred.

Ability to manage multiple projects simultaneously, work under tight deadlines, and adapt to changing priorities in a fast-paced production environment.

Experience with photography, videography, or video editing and the ability to produce a wide range of content preferred.

Portfolio evidencing ability to communicate stories, emotions, and messages through illustration and design, highlighting proficiency in various styles and mediums, demonstrating versatility and a deep understanding of visual language.

COLLABORATION + WORKING STYLE

Solid understanding of design principles, theory, and practice and a strong combination of technical skills and creative thinking.

Artistic ability to quickly sketch and communicate complex ideas into clear and engaging visuals and develop them into finished assets.

Storytelling skills and a talent for identifying and conveying core messages through design.

Proficiency in creating print-ready files, including an understanding of color spaces, file formats, and print processes.

Quick study of new tools, software, platforms, and an interest in researching and understanding emerging trends and technologies.

TECHNICAL EXPERTISE + ARTISTIC ABILITY

We are a hyper-collaborative organization, so excellent verbal, written, presentation, and listening skills are a must.

Relentless drive to explore and execute new ideas and concepts.

Proactive in facing creative and logistical challenges head-on with a positive attitude and the determination to find solutions.

Exceptional ability to manage time, resources, and priorities.

Comfortable working autonomously. Must have initiative and communicate in a timely and effective manner.

A robust mindset that views challenges as opportunities for growth and feedback as a means to improve.

ARE YOU A G-TEAMER?

Let's be honest - we're not for everyone...

We're not building a cozy culture. We're building human operating systems. That's not a casual job.

You're probably in the wrong place if you:

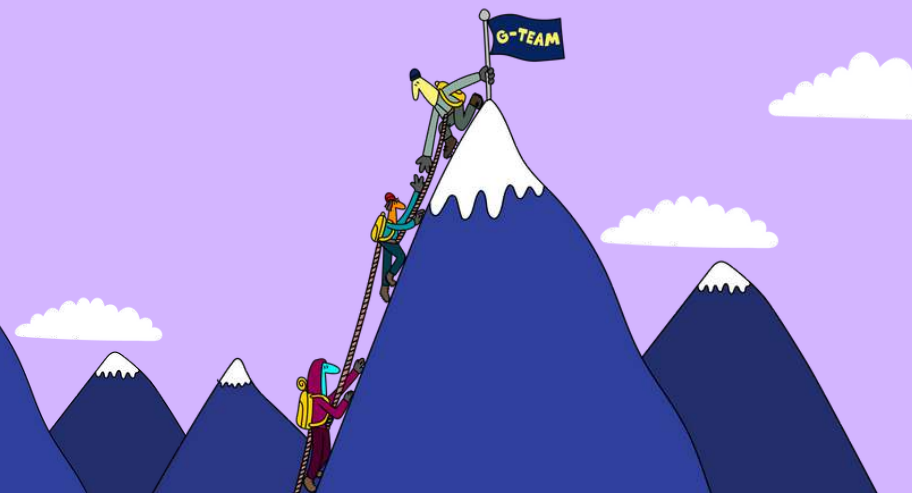
- Need a tidy 40-hour workweek with perfect boundaries.
- Prefer predictable tasks over meaningful risk.
- Want a plug-and-play path to success.
- Have an affinity to templates and how-to guides.
- Choose ease over effort, every time.
- Think "culture" means happy hours and engagement surveys.
- Break into hives at the thought of hard work or direct feedback.

You May Be a G-Teamer If...

You love hard things. Thrive in ambiguity. Often find yourself saying, 'I'll figure it out.'

You probably belong here if you:

- See tension as an opportunity, not a threat.
- Learn obsessively and apply it immediately.
- Write and speak with clarity and conviction.
- Don't wait for perfect conditions to start - you build while moving.
- Care deeply about doing it right, not just getting it done.
- Chase impact over ego, always.



A Day in the Life...

No two days at GV are the same - but here's what never changes:

- We learn fast, iterate publicly, and share thinking openly.
- We use rituals, language, and systems to drive belief.
- We lead with empathy - especially under pressure.
- We challenge each other to raise the bar.
- We're allergic to passivity. Everyone is responsible for the outcome.
- We write, draw, build, and try. Then we try again.
- We make people feel like they matter - clients and teammates alike.
- We care personally and challenge directly.
- We are kind. Not nice.

Beliefs & Mindsets We Hire For...

We look for people who:

- Believe humans are capable of meaningful transformation. And strive for that, daily.
- Lead with emotional fluency and high standards.
- Think like designers, behave like builders.
- Practice thoughtful urgency - speed with depth.
- Use feedback as fuel.
- Are obsessed with better systems, better language, better impact.
- See culture as a lever, not a vibe.
- Hold clarity, candor, and care in the same hand.
- Want their work to mean something - and are willing to earn that meaning.

WHO YOU ARE

You love to get shit done!
You pick up the phone.
You find solutions.

You communicate clearly.
You pay attention to detail.
You manage your time and organize everything.
You excel under pressure and meet deadlines reliably.
You fuse common sense with critical thinking.

You connect.
You collaborate.
You cultivate relationships.

You are a good negotiator who can make things happen!
Your curiosity drives your ability to solve problems creatively.
You know that you don't know what you don't know.

You ask questions.
You accept feedback.
You take ownership.

WHAT YOU BRING

Min 3 to 5 years of experience in dynamic, fast-paced environments.

Tech savviness, obsessive organization, and a keen eye for visual design.

Excellent written and verbal communication skills.

Exceptional references.

TOOLS YOU KNOW HOW TO USE

Adobe Suite
Monday
Canva
Dropbox
Figma
G-Suite
MS 365
Slack
Toggl
Typeform
Zoom



Gapingvoid is a place where no two days are the same. While there is no "average day," below is a selection of some of the responsibilities you will own.

- **Design Creative Artifacts and Marketing Materials** for internal and client projects.
- **Work Cross-Functionally** to manage design and marketing projects from concept to completion.
- **Communicate Original Concepts** through sketches, wireframes, visual comps, and prototypes.
- **Coordinate with Vendors** to track production, inventory, and orders.
- **Redraw and Recolor Existing Work in Illustrator** to maintain brand consistency.
- **Develop Promotional Assets** for various platforms.
- **Support Marketing and Brand Campaign Execution** across teams.
- **Leverage Typography, Document, and Deck Design** to create clear, visually engaging presentations and communication materials.
- **Create Evergreen Assets** for Gapingvoid and client use.
- **Improve Work Quality** by optimizing efficiency and creativity.

WHAT YOU CAN EXPECT

\$4,580 - \$6,250/mo., 90-days as 1099 Contractor

\$55,000 - \$75,000 Annual Salary when Full-Time

The job offer is structured with an initial 90-day contractor trial period (without benefits), providing you and us with an opportunity to determine compatibility with the role.

Following the trial period, a full-time employment offer with benefits will be extended contingent on a positive performance review. The performance review will assess your contributions, work quality, adaptability, and overall fit within the team and culture.

Compensation during the 90-day trial is aligned with the proposed full-time salary.

FULL TIME BENEFITS

Healthcare Insurance
Vision & Dental Insurance
401K - After 6 Months
20 Days PTO
4 EOY Reflection & Restoration Days
6 Observed Holidays
Parental Leave after 1 year full time
Connectivity covered up to \$100.00/month
Educational Assistance

WHERE WILL YOU BE

We are a 100% distributed workforce, working mostly remotely from our home offices.

We get together as a team once a year.

We operate on Eastern Time.

Some travel may be required.

We are seeking a full-time candidate to join our team as soon as possible!

APPLY NOW

people@gapingvoid.com
www.gapingvoid.com
[@gapingvoid](https://twitter.com/gapingvoid)

NEXT STEPS

01



COMPLETE APPLICATION & CREATIVE CHALLENGE

The Gapingvoid Creative Challenge is designed to help us understand your technical skills and design style. Applications for this role will not be accepted without the submission of challenge materials.

[Click here to view the challenge.](#)

02



Submit your completed application!

03



Introductory Interview

04



Second Interview

05



References & Background Check

06



Job Offer!

