*UX Designer*

**Part 1**

UX designers create original website designs with simple, enjoyable, and intuitive user experience. The marketable skills necessary to be hirable and successful are multi-faceted.

1) Job Tasks:

* Conduct user, product, and competitor research
* Planning and implementing new designs
* Work on existing designs
* Consult with clients to understand their goals
* Create wireframes, storyboards, sitemaps, and screen flows
* Identify design challenges and troubleshoot
* Build efficient reusable code
* Prototyping
* Conduct usability tests
* Analyze user feedback and activity to enhance experience
* Present on research and design

2) Education: Bachelor’s in graphic design, computer science, communications, or related field bachelor’s degree in visual design, communications, computer science or psychology.

Technical Skills:

* Coding languages, such as HTML, CSS, JavaScript, and Perl
* Back-end development such as PHP
* User research and analysis
* Usability testing
* Information architecture, site mapping, and wireframing
* Prototyping
* Adobe Creative Suite
* Flash
* Dreamweaver
* Interaction design
* Graphic design
* Visual communication, such as layout, images, typography, color, and design theory
* SEO
* Content Management Systems
* CAD software

3) Personal/Psychological Skills:

* Curiosity
* Empathy
* Communication
* Collaboration
* Time management
* Customer service
* Project management
* Creative problem solving
* Presentation skills
* Continuous learning

4) Typical work environment: Usually full-time position, but freelance positions are also available.

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**Part 2**

Indeed.com: March 27, 2021

**Entry Level UX/UI Designer**

Carnevale

Grand Rapids, MI 49503 (Remote)

Full Time

No salary listed

CARNEVALE is looking for its next star Entry Level UX designer to help us create the future.

Get your career off to a great start designing for an exciting range of technology solutions and companies. CARNEVALE is a growing independent digital agency focused on creating consumer experiences for our innovative partners. We design and build combinations of web, app, immersive and connected device experiences to help our clients solve challenges and reach their vision.

Our expertise is employed in multiple industries and for global brands as diverse as Traeger Grills, Honda, Mattel, Ford, Rockstar Games, GolfLogix, National Geographic, Steelcase, Pfizer, Viacom, Reuters, and Newell. We are headquartered in Grand Rapids, Michigan with strategic partnerships in the US and Europe.

### Career benefits

* Grow your UX and Visual Design creative expertise at CARNEVALE, learn new processes and tools, and collaborate with a talented and approachable team
* Enrich your portfolio with meaningful work for innovative companies and orgs
* Work in a diverse culture that rewards talent, intelligence and empathy
* Work on a variety of projects regardless of seniority
* Enjoy a highly iterative and transparent process that keeps clients engaged to reduce miscommunication and improve creative results
* Learn from Mike Carnevale, Design Directors and uniquely talented colleagues

### Your responsibilities will include:

* UX/UI Design and Architecture for web, apps, XR, connected devices and beyond
* Ideation and Concept sessions with internal and clients
* Rapid prototyping, user research and insights from stakeholders and users
* Presentations and feedback from our internal team and clients
* Working closely with developers, content creators and strategists
* Producing and maintaining design specifications to ensure work is implemented accurately
* Provide and receive feedback with graceful professionalism
* Invent the future of UI as it evolves in new places

### Additionally, you'll need:

* Experience in UX/UI and Visual design
* Knowledge of UX best practices, color, typography, layout and content design
* Attention to detail with a strong focus on organization, logic, and analysis
* Expertise in prototyping tools such as Sketch, InVision, Figma, and similar
* Familiarity with Adobe CreativeSuite design tools
* Appreciation and consideration of technical requirements and constraints

### Bonus material:

* 3D software tools
* Immersive Experience Design for XR, AR, VR and 3D UI.
* Game design
* AfterEffects and animation tools

### We offer:

* Competitive compensation
* A high quality health insurance program for you and your family
* 401(k) program
* Attend a national design conference each year
* Work on highly visible user experiences

Indeed.com: March 28, 2021

**UX Designer (Mid Level)**

Parsons

Centreville, VA 20120 (Remote)

Full Time

The anticipated annualized full time target compensation (median) for this position is: $110,000.00.

We are looking for a proactive, talented, and flexible UX Designer to join our growing team on a fast-moving custom-built enterprise application ecosystem.

If you have a passion for leveraging human-centered design to optimize and enhance the user experience for both mobile and web-based software solutions, we want to hear from you. You enjoy utilizing a modern set of technical and design tools, and you’re comfortable engaging in scalable requirements gathering, design and development in an Agile environment. You can pivot to meet ongoing and often changeable customer requirements, and you don’t mind shifting direction when needed. You’re conscious of deadlines and when you have to work under pressure, you can, without compromising your creative and aesthetic standards. You’re experienced in wireframing, Mid-fi and Hi-FI prototyping, and you enjoy interacting with customers and incorporating their feedback into your designs. Familiarity with government contracting and the unique nature of that sector would be a significant advantage in this role, in addition to experience working in a remote/virtual setting with disparately located team members. We work hard to foster a supportive and loyal team dynamic, and we’re looking for people who share that spirit and goal. If this sounds like you, we look forward to meeting you!

Qualifications:

EDUCATION:

Required:

* Undergraduate degree in a multimedia or visual communications discipline (5+ years of relevant UX experience is also acceptable in lieu of a college degree)

EXPERIENCE & SKILLS:

Your Career So Far:

* You have at least 1 year of enterprise level UX and UI design experience, and 3+ years of additional, relevant design work
* You have excellent analytical and problem solving skills
* You’ve worked in customer-facing environments and you’re comfortable engaging with your clients at all stages of the design acceptance process
* You work very well in a team setting, and you enjoy creative challenges

It would be great if you also have the following:

* Experience working on DHS proprietary software projects
* Brand Integrity & Brand Management knowledge and experience

Your business skills and UX competencies look like this:

* You have experience designing for React Components
* You feel confident contributing to UX/UI discussions, and supporting the team and the customer through the decision-making process.
* You’re comfortable taking high level concepts and translating them into functional prototypes
* You have a solid understanding of interaction design principles
* You can translate business and user needs and technology constraints into solution concepts that are meaningful, easy to use, and engaging
* You enjoy building and maintaining colleague and client relationships
* You’re a strong self-starter, and you can work independently

Technical Competencies:

* UX: Adobe XD, Axure, Sketch
* Design: Illustrator, Photoshop, InDesign
* Admin/System: JIRA, Confluence

Portfolio:

* Portfolio/work examples preferred but not required

Benefits for this position include: medical, dental, vision, paid time off and 401K.

Indeed.com: March 28, 2021  
**UX Lead Designer, SMB Accelerator (Senior Level)**  
Indeed  
Remote  
Full Time  
$180,000 - $239,000 per year

We are looking for a user experience lead designer to drive our SMB Employer Accelerator team. The Accelerator Vision: Quickly create novel solutions that help employers succeed. We believe that a great business is measured by customer success. The Accelerator Team aims to quickly deliver experiences that help our customers succeed. This cross-functional UX team will partner closely with SMB product teams to envision and ship new approaches to help small and medium employers achieve their hiring goals better and faster. As the UX Lead Designer for the Accelerator Team, you will be responsible for developing partnerships and relationships, defining end-to-end processes, and balancing design details with business impact and technical implementation considerations. The opportunity. Your strategic impact within your first year.

* Partner with senior business and UX leaders to help inform future roadmaps and turn vision into reality.
* In 2021, you will define innovative solutions and their roadmaps in collaboration with product teams to address priority opportunities to create customer value.
* Focus the team and projects on the customer by defining their needs, workflows, and objectives to confidently envision a solution.
* Lead vision design from problems to prototypes, coordinating, and including collaborators from partner teams alongside the Innovation Acceleration team.
* Map out the potential business impact of visions in collaboration with Product Management to form a complete view of the opportunity they create.
* Collaborate with teams to break vision work down into an executable roadmap.
* Articulate vision work’s potential impact to our employers and our business, making the reason why we should execute clear, the path to execution clear, and galvanizing commitment to it.
* Be a keystone member of your team to lead them to ambitious outcomes.
* Plan and orchestrate research, project roadmaps, design exercises, and partner team collaboration.
* Ensure the team gains expertise in the end-to-end experience in order to ensure a complete understanding of its role in both the problem and solution space for any effort the team tackles.
* Keep the voice of the customer at the forefront with a regular cadence of qualitative and quantitative studies.
* Facilitate and bridge the gap in conversations that span engineering, product management, design, design technology, UX research, content strategy, and product science, among others.
* Partner with other UX leaders in SMB and the broader Indeed design community to ensure the vision and product experiences fit into the broader Indeed vision.

## Who You Are

* Have a portfolio that demonstrates a customer-centered approach to design with business and customer impact
* 10+ years of product design experience with an accompanying portfolio that represents experience designing modern UIs and interactions and demonstrated business and customer experience impact
* Experience with mobile and responsive design
* Experience working in a startup environment with a focus on speed to ship
* Passion for user-centered design
* Interest in product and business direction
* Relentless attention to detail
* Natural entrepreneur
* Phenomenal storyteller
* Driven to understand how a system works and how problems influence or are influenced by it
* Stellar communications skills with a strong ability to collaborate compassionately and inclusively with cross-functional partners (Design, Product, Engineering, Marketing)
* Experience incorporating business and product development frameworks into the design process (OKRs, lean development, or quantitative market studies)
* Strong skills with Figma or Sketch
* Motion and prototyping experience with Principle or After Effects, InVision is a plus
* Bachelor Degree Required, a degree in Human-Computer Interaction, Information Design, Graphic Design, or a related design or behavioral science discipline, or equivalent experience

## Who we are

We are a fast-moving, data-driven UX team building the most popular job site on the planet. Our designers work in Seattle, San Francisco, Austin, Tokyo, Singapore and Hyderabad, collaborating with Product Managers and Engineering to deliver simple solutions to the real-world problems that job seekers and employers face everyday.

## Our Mission

As the world’s number 1 job site\*, our mission is to help people get jobs. We strive to cultivate an inclusive and accessible workplace where all people feel comfortable being themselves. We're looking to grow our teams with more people who share our enthusiasm for innovation and creating the best experience for job seekers.

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**Part 3**

The average salary for a UX designer is $85,000. However, the salaries can depend on a number of factors including experience, education, skills, location, size of the company, and job duties.

Most jobs require a portfolio and experience, regardless of the level (which would include internships for entry-level positions).

**Entry-level positions** have no professional experience, likely recent university graduates or people who take online courses.

* Proficiency in UX design tools and processes
* Portfolio
* Take direction from more senior designers
* Bachelor’s degree
* Understanding of user-centered design and testing
* Adobe Suite, Sketch, and InVision
* HTML and CSS
* Ability to work with clients
* Basic research
* Beginning prototypes
* Basic expert reviews

With 0-2 years of experience, salaries range from about $45,000-$89,000, with a median salary of $64,000.

**Mid-level positions** have a few years of experience and are well-versed in the industry.

* Proficient in one or more branches of UX
* Still report to a more senior designer, but take on more responsibility
* Proficient knowledge of UX tools, process, and UI patterns
* Explain your designs
* Understand how to collaborate with the team
* Understand business needs
* Conduct more detailed user research
* Quantitative research
* Communicate research
* Task analysis
* Research for Information Architecture
* Create more advanced prototypes

With 3-5 years of experience, salaries range from $60,000-$132,000, with a median salary of $85,000.

**Senior level positions** have many responsibilities and make important business decisions.

* Understand which Information Architecture approaches are most appropriate
* Complex prototyping
* Explain research to wider audience
* Work with a larger team
* Communicate with clients and stakeholders about the design
* Be able to handle several tasks and projects simultaneously
* Utilise more junior designers for help
* Technical feasibility
* Timeline management
* Understand what research are useful for goals
* Deeper understanding of qualitative research

With 6-9 years of experience, salaries range from $66,000-$158,000, with a median salary of $95,000.

### **Lead UX Designer**

* Take part in hiring process of a team
* Manage entire projects and teams
* Manage budgets and timelines
* Expert level understanding of UX
* Ability to effectively communicate with clients
* Mentor more junior team members
* Thorough understanding of research and prototyping
* Manage external companies (research, contractors, consultants)
* Understanding of the business aspect of customer experience

With 9+ years of experience, salaries range from $75,000-$173,000, with a median salary of $106,000.  
  
UX designers at major corporations can easily make $150,000 or more.

With a bachelor’s degree (78%), the median salary is $66,500.

A master’s degree (17%) can add around $4,000 to the median salary ($70,500).

A degree is not always required, but makes up less than 5% of employees.

Washington, California, Massachusetts, and New York have the highest average salary.

Potential employees need skills in marketing, coding, graphic design, and project management.

Necessary skills:

* Adobe Creative Suite
* Visual design
* Interaction design
* Product management
* User research
* Usability
* Content strategy
* Wireframing
* Prototyping
* Information architecture
* Graphic design
* Coding

Highly desirable skills that can increase your salary:

* Web design
* UI Design
* Voice design
* Writing microcopy
* Understanding data
* Typesetting
* Interface design
* Data visualization
* Sketching
* Graphical user interface

According to Indeed.com, the top skills that increase salary include:

* Journalism (+36%)
* XML (+30%)
* Project Management (+18%)

Employers often search for candidates with multi-disciplinary talents. Often designers can take part in both UX and UI design projects, which blurs the line between essential and beneficial/marketable skills. Different websites include different ideas of essential and beneficial skills, which makes it up to the individual to decide which skills they think will be marketable beyond the basics.