

# Advice on Getting and Keeping a Job in Graphic/Interactive Design

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## **Getting a Job as a Designer/Developer:**

- Get an internship (and maybe more than one)
- Take ANY design job that is offered (you can get picky once you're employed)
- Don't wait for a job... MAKE your own job
- Freelance your way to employment
- Freelance vs. Employment
- Build a great portfolio of ideas (not just execution)
- Do pro bono work for good causes (great portfolio/client reference builder)
- Clean up your online image... MySpace, Facebook... Google your name (your employer will)
- Decide what kind of place you'd like to work (corporate, design firm, web firm, advertising, gaming, etc.)
- Make sure those tattoos are well designed
- Network (join groups, attend events, be pro-active)
- Fill the need
- Don't quit a job until you have another one lined up
- After 28 years in the business, I still average 3 job interviews a week

## **Keeping a Job as a Designer/Developer:**

- Suck it up... don't be a complainer
- Learn how NOT to do it (a bad experience can be more valuable than a good experience)
- Show up on time
- Don't take long lunches or use too much sick time
- Work longer hours than your employers
- Adapt to your workplace (fit in)
- Keep learning new things
- A great portfolio can get you a job, but it won't keep you a job
- Do things that other people (especially your employer) doesn't want to do (be valuable)
- Be a designer because you WANT to be a designer—not for any other reason (realistic expectations)
- Be willing to work late or on weekends if needed
- Don't post bad stuff about your employer (or company) on Facebook
- Get along with your art director/client
- Keep negative thoughts to yourself
- Don't argue with your employer (don't be difficult)
- Never publically bad-mouth your current (or past ) employer
- Get along with your co-workers
- Treat your vendors (printers, photographers, writers, programmers, delivery people) with respect
- Have a sense of humor
- Don't escalate stress in the office (learn to be a stress-diffuser)

## Advice from Klündt | Hosmer Staff:

### **Darin Klündt | Managing Art Director | Principal**

Be versatile, be nice, give 110%, don't whine, know print and web, know html and CSS, focus on the company you work for and doing good work, don't complain about clients and never complain about the company you work for. BE POSITIVE!

### **Lori Johnston | Senior Art Director | Designer:**

- Be versatile and diversify (web, print, mobile — and open to new media as it comes up)
- Be unafraid of change... willing to learn new software/hardware and to grow with technological changes
- Be humble and continually willing/eager to learn
- Show enthusiasm and put in “off-the-clock” hours to explore and push your design abilities
- Never think too highly of yourself... always remember that there are many people better than you
- Always be flexible and willing to accept criticism of your work from clients and peers
- Be willing to start over and think of fresh ideas with your designs. Never grow too attached to one solution.
- Consider that there countless “right” solutions, not just ONE right
- Be willing to take jobs for “experience” sake and not necessarily only for the initial monetary pay off...  
doing a free job (or for little pay) may pay great dividends later on in your career
- Be willing to pay your dues

### **Mastery Sheets | Lead Interactive Developer**

Learn how to do a wide variety of things. The more things you can do (and do well), the more relied upon you'll become, and if one aspect of your work gets slow, you can keep your job by taking up slack in other areas.

### **Jean Klündt | Creative Director | Principal**

Show up

Be positive and passionate

Offer ideas/stay current

Think business AND design

Take a psych class and learn how to work with difficult people

Stay up on technology

Become an asset to the team

Go above and beyond

### **Kolea Baker | Business Development Director**

Use humor

Respect others – Courtesy and common sense

Be productive

Always remember why you got in the field to begin with

Consider yourself an asset and you will always find ways to be one

Confront adversity with best solutions

Work with accountability

Work diplomatically