MIT
Libraries

Mir

User Experience Designer **(DEP)**

As a member of Discovery and Engagement Platforms' UX and Web Services team, the UX Designer works with teams of other UX designers, content owners, web developers, and other stakeholders. Together, they design and implement user-centered experiences that meet and anticipate the needs of the MIT community.

This individual performs UX/UI design and user research to help design, build, and integrate tools and systems (applications, websites, APIs, etc.) to support these experiences. They will also develop and maintain effective, compelling, discoverable, and accessible content across our websites.

Through UX design and methodologies, content services, and contributions to best practices and team learning, the UX Designer plays a key role in advancing the Libraries' vision of building a platform for the creation, discovery, use, dissemination, and preservation of knowledge that is fully open and equitably accessible.

Note: This job can be done remotely.

RESPONSIBILITIES INCLUDE:
- Creating UX/UI design
    - Developing information architecture and interaction design of websites and applications.
    - Developing high-level and/or detailed mockups and prototypes to effectively communicate interaction and design ideas.
    - Modeling graphic designs based on standards and branding.
- Assessing and advocating for user needs via data-driven research
    - Conducting user research through stakeholder interviews, competitive and heuristic reviews, analytics, observation, surveys, etc. and convert research findings into actionable results.
    - Participating in or lead user testing, including remote and paper prototype testing, iterative prototype testing, as well as accessibility reviews.
    - Making enhancement recommendations as needed and ensure solutions are accessible and intuitive.
- Providing content services
    - Building out sites in existing CMSs, develop and curate content via content creation/review and content inventories.
    - Developing and share best practices with other content creators, provide CMS training and support.
- Performing other duties as assigned in line with the goals and vision of the MIT Libraries.

QUALIFICATIONS:
<u>**Required:**</u>
- Bachelor's degree in Web Design, Graphic Design, Interactive Design, or equivalent combination of education and experience.
- 3 years demonstrated experience in UX design, UI/UX engineering, or other related experience.

- Well versed in qualitative user research methodologies and analysis techniques, able to translate insights into actionable design recommendations.
- Strong information architecture and design skills, with proficiency in one or more wireframing/prototyping tools.
- Experience working with content management systems such as WordPress or Drupal.
- Excellent time-management, multi-tasking, and written and verbal communication skills, including influencing and negotiation, and writing for the web or social media.
- Knowledge of web standards, best practices for accessibility and usability, processes and tools for creation and curation of web content, multimedia, and mobile/responsive design (Photoshop, Illustrator, Sketch, Adobe XD, or similar).
- Commitment to advancing diversity and inclusion in our workplace, as well the systems and/or services we build, as an equity and social justice imperative.

We expect the candidate to be stronger in some qualifications listed above than others; we are committed to helping our future colleague expand their skills, as well as learning from their areas of strength.

Preferred:
- Advanced degree or certificate in Web Design, Graphic Design, Interactive Design, or related degree.
- Familiarity with Jira and Kanban/agile work processes.
- Experience with design systems, HTML/CSS.
- Experience designing search/content discovery UIs.

SALARY AND BENEFITS: This job is a pay Grade 9 with the following range (min-mid-max):

$74,942	$99,278	$123,635

Actual salary will depend on qualifications and experience. MIT offers excellent benefits including a choice of health and retirement plans, a dental plan, tuition assistance, and fully subsidized MBTA passes for local bus and subway service. Flexible work arrangements, including flex-time and telecommuting, are considered for positions that meet established criteria. The MIT Libraries is a collegial and supportive working environment and fosters professional growth of staff with management training and travel funding for professional meetings

APPLICATION PROCESS: Apply online at: https://hr.mit.edu/careers applications must include cover letter and resume. Priority will be given to applications received February 19th, 2021; position open until filled. MIT is strongly and actively committed to diversity within its community and particularly encourages applications from qualified women and minority candidates. Professionals who enthusiastically embrace the empathy, courage, self-reflection and respect of a multi-cultural, diverse and inclusive workplace, and who strive to incorporate those values in their work and interactions are encouraged to apply.

January 2021