User Interface Designer and Developer (UX Designer 2 - Digital Library Services)

The User Interface Designer and Developer will be a key member of the User Experience and Web Services team (UXWS), within the Discovery and Engagement Platforms (DEP) department. This role will help design and improve websites and applications in support of the MIT Libraries' goal to "make discovery awesome" for the MIT community and beyond.

Working closely with designers, developers, and engineers across the MIT Libraries, this individual's key contributions will be creating visual and interaction designs, and translating those into front end code in order to implement fully accessible, inclusive solutions on both local and vended systems.

Here is a sampling of upcoming work this role would be involved in:
- Lead the design of search interfaces for our local TIMDEX Discovery API
- Lead a revision of our design style guide, working with other developers in the department to select and implement a new design framework
- Review and improve visual standards and branding uniformity throughout our public-facing websites and discovery systems by identifying desired changes, and providing relevant code and support for implementation

Working with other UX designers in UXWS, the designer/developer will have the opportunity to be involved with user needs assessment, usability and accessibility testing of our user interfaces, and setting standards and best practices for the design of our websites and discovery systems.

RESPONSIBILITIES

Create accessible visual and interaction designs and elements for user interfaces
- Create and communicate visual and interaction designs via prototypes, mock-ups, wireframes, storyboards, etc.
- May work independently or with other UX designers

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- Evaluates websites and applications for user experience including accessibility and usability concerns.

Translate mockups and designs into accessible HTML/CSS/JS
- Develop HTML/CSS/JS code to implement designs
- Work with developers and engineers to deploy the solutions in a variety of applications (some locally hosted, some applied to vended applications)
- Our current suite of supported applications include the following (experience with these systems is not a required qualification): WordPress, Omeka, Aeon, ArchivesSpace, DSpace, Ex Libris' Primo, SpringShare

Iteratively develop and maintain the MIT Libraries web design style guide
- Extend the MIT and Libraries brand identities as needed
- Provide support to engineers and developers in implementing the design style guide across a variety of applications
- Develop features in the style guide to support accessibility and usability needs in different applications, such as:
    - Navigation menus
    - Image display (captions, layout, etc)
    - Modal displays (browse between items in a collection, preview the record in a search result before clicking for a full record)
    - Extending the design style guide to have prototypal search result / brief record views, page formats like a full record view, a browse page, etc.
- Lead and support the implementation and maintenance of the style guide itself
- Update the style guide as the field develops, introducing approaches like masonry layouts, grid layouts, new ARIA best practices, etc.

Other UX design/assessment work
May participate in user needs assessment (including analytics), usability testing, accessibility reviews, etc.

REQUIREMENTS

- Bachelor's degree in a related field required or equivalent combination of education and experience.
- Demonstrable experience (3-5 years) designing accessible websites and interactive user interfaces and developing front-end code using HTML/CSS/Javascript
- Strong understanding of UX/web design principles and best practices

- Visual and graphic design skills, with experience translating existing branding or designs into multiple contexts and/or across web properties
- Experience with accessible and inclusive design and markup practices

We expect candidates 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
- Experience designing search and discovery user interfaces
- Experience using, developing, or maintaining design style libraries
- Experience working in a variety of vended or local applications and content management systems; especially those mentioned in responsibilities
- Working knowledge of WCAG 2.0+

HOURS AND LOCATION
This is a full time, exempt position. Exact schedule to be arranged with the manager. The position can be hybrid or fully remote for a qualified applicant based in the United States.

SALARY AND BENEFITS

This job is a pay grade 10 with the following range:

$97,150	$129,895	$162,640

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 position can be fully remote for a qualified applicant based in the United States.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 via http://careers.mit.edu/ Applications must include a cover letter and resume. Priority will be given to applications received by **June 17, 2024;** 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. Please reach out to lib-hr@mit.edu with any questions regarding this role.

ABOUT THE MIT LIBRARIES

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The MIT Libraries support teaching, learning, and research across the Institute, with millions of resources, deep expertise, and five campus locations where our community consumes and creates knowledge. Our organization is on an exciting journey of transformation, pursuing a digital-first model for research libraries and prioritizing an open scholarship agenda. We aim to exercise bold leadership in defining a model for research libraries in the future, with innovative spaces like the newly renovated Hayden Library and a focus on supporting data-intensive and computational research and learning.

We strive to do great things, powering the MIT community to solve complex problems in the service of humankind, and each member of our 155-person staff has a role to play in pursuing that vision. We're constantly adapting to the rhythms of a changing world, and we welcome candidates who can help us do that in thoughtful and strategic ways that center our mission and values.

MIT Libraries is an environment that welcomes any body, any mind — including all genders — and particularly encourages applications from underrepresented minorities, women, disabled applicants, and veterans. Professionals who enthusiastically embrace the empathy, courage, self-reflection, and respect of a multicultural, diverse, and inclusive workplace and who strive to incorporate those values in their work and interactions are encouraged to apply.

BACKGROUND CHECKS

Employment is contingent upon the completion of a satisfactory background check.

VISA SPONSORSHIP

This position is not eligible for visa sponsorship. MIT sponsors visas only for certain academic and research positions. MIT does not sponsor the following individuals for employment-based visas or for exchange visitor visas: students; technical, administrative, library, or support staff members; individuals with inadequate funding, insurance, or credentials; or those whose particular visa history precludes sponsorship.