



NextSense Position Description

Job Details

Position Title: **Senior Graphic Designer**

Department: **Marketing and Communications**

Stream / Band: **Support Services Band 3**

Reports to: **Lead Graphic Designer & Traffic Manager**

Direct Reports: **Nil**

Last reviewed: **October 2025**

About NextSense

NextSense is a not-for-profit organisation supporting people who are deaf, hard of hearing, blind or have low vision across Australia. We work with children, adults and their families to educate and create an individual program of care that meets their unique needs and helps them achieve their goals and reach their potential. We're a registered NDIS provider and have a large community of generous donors and supporters.

NextSense has been breaking boundaries since 1860 (we were formerly known as the Royal Institute for Deaf and Blind Children) and we've been expanding our services ever since. Today, we deliver Australia's largest cochlear implant program, world-class preschool and primary school education, mainstream school support, allied health, therapy, and clinical services to children, adults and their families.

We provide a holistic approach to hearing services for newborns through to people over 90 years old, and we help children who are blind or have low vision to develop the right skills, mobility and independence to confidently explore their world.

We're committed to research and innovation; and run leading professional education programs that are preparing the next generation of leaders in hearing and vision services.

Working for NextSense

We give you room to grow, develop and be your best

To deliver best practice and evidence-based services means we take mentoring and professional development seriously. Our staff have access to NextSense Institute—a leading centre for research and professional studies. We're committed to building and maintaining the knowledge and skillset of our team through our professional development program.

Working here means making a real difference

Our team of more than 400 staff members helps more than 10,000 people every year. Whether you work in one of our NextSense centres, our education and research area or one of our support service functions, we're united in our shared purpose to lifting the limits of what's possible for people with hearing and vision loss.

We value both you and your work

We put our people first. That means offering competitive salaries and generous leave entitlements, having a wellbeing and employee assistance program, and providing opportunities for flexible working arrangements. Our commitment to our staff has been publicly recognised.

We get great results by drawing our expert teams together

Our workforce covers a wide range of expertise. We bring this together to get the best outcomes through collaboration.

NextSense Values & Behaviours

At NextSense our values are:

- Integrity – We make sure our words and actions align
- Empowerment – We own our roles and experience
- Community – We connect and collaborate
- Respect – We all matter and have different strengths
- Courage – We look and go beyond fear
- Communication – We share and communicate with purpose

We strive to be Incredible Colleagues. This means we support NextSense and are led by our values. We develop real and respectful relationships and deliver to a high standard. We support change, grow our skillset and contribute to NextSense success. We love making a difference to our clients, families and students.

Role Purpose

The role sits within the Marketing & Communications team and will be responsible for developing creative graphic content, both print and digital, to assist in raising awareness of NextSense and support the tactical activities of the organisation.

The Graphic Designer provides innovative content and leads the designing of assets, marketing collateral and organisation-wide communications material.

Understanding, executing and actively ensuring all material is compliant across all assets of the brand is crucial to this role.

The successful applicant will be required to develop and maintain professional relationships with a variety of stakeholders across the organisation along with external suppliers.

Key duties and responsibilities

- Design creative marketing collateral including annual reports, brochures, flyers and newsletters.
- Understand and implement brand guidelines across all design touchpoints – thoroughly understand brand strategy, architecture, assets and brand hub (online brand platform) in detail.
- Ownership of digital media production: Filming, photography, lighting, editing and producing final content
- Review marketing material from across the organisation to ensure it aligns to the brand standards.
- Design online content for the web, campaigns and social media channels when necessary.
- Provide design advice and recommendations to the Marketing and Communications team as well as other business units organisation-wide.
- Project manage external design agencies, printers, developers and other suppliers.
- Communicate efficiently with internal and external stakeholders to ensure all design projects achieve objectives.
- Create accessible documents and NextSense publications when necessary.
- Support internal stakeholders to improve the NextSense social media strategy.
- Manage the databases used for online communications.
- Design content in-line with best practice methodologies including Accessibility standards.
- Produce creative multimedia content for website and social media to increase engagement and to improve user experience.
- Any other reasonable duties as requested by your manager

Required qualifications skills or experience

- Undergraduate Bachelor's Degree in Graphic Design
- Five years graphic design experience
- Competent in Adobe Creative Suite: Adobe InDesign, Adobe Photoshop, Adobe Illustrator, Adobe Lightroom
- High level of experience with Microsoft PowerPoint
- Exposure to Adobe Premiere Adobe After Effect beneficial
- Sensitivity to issues associated with the publication of material about children and adults with disabilities.
- Demonstrated interest and commitment to working in the hearing and vision

impairment space.

- You are obliged to become familiar with, and comply with child protection policies and legislation, as amended from time to time

Preferred qualifications skills or experience

- Knowledge of the disability, health and/or education sectors
- Prior experience in the not-for-profit sector

Key relationships

This role has key relationships with:

- Director of Marketing and Communications
- Head of Brand and Marketing
- Head of Communications and Public Relations
- Marketing and Communications Team
- Support Services
- Services Directorate
- Education Services
- Heads of Services
- People Managers

Personal Attributes

- Collaborative and consultative with excellent interpersonal and communication skills
- Service and delivery oriented with a focus on maximising outcomes
- Passionate brand advocate
- Creative mindset
- Proactive, persistent and resilient with the ability to perform well under pressure and tight deadlines
- Ability to prioritise and manage multiple and concurrent projects while maintaining attention to detail
- Strong initiative and the capacity to work autonomously, as well as within a supportive and delivery-oriented team environment
- Role model interpersonal, professional and leadership behaviours consistent with NextSense's core values of Integrity, Empowerment, Community, Respect, Courage and Communication