

WANTED! The World's Most Thoughtful, Detail-Obsessed Remote Designer

When you apply, please make sure the subject line is: "I actually read the instructions."

Who We Are

We're a group of mission-driven problem solvers, systems thinkers, pixel-perfectionists, and "there has to be a better way" believers — building calm, clarity, and momentum for schools that are doing important work in the world.

More specifically, **we are Montessori Thrive** — a remote, globally distributed company that partners with Montessori schools as a long-term operations, enrollment, and growth partner. We don't just "do marketing." We help schools run better, communicate more clearly, and build systems that actually support humans.

Our team spans time zones, backgrounds, and disciplines — designers, developers, strategists, administrators, and educators — all united by a shared belief: **beautiful, intentional design is not fluff; it's function.**

We care deeply about:

- Thoughtful design
- Clear communication
- Calm systems
- Doing work that actually helps people

If that sounds like your kind of environment... keep reading.

Check us out here:

What We're Looking For

We're looking for a **full-time, remote Designer** who can confidently move between **web design** and **graphic design** — someone who understands that a landing page, a parent guide, and a social graphic are all part of the same story.

This role is not "just make it pretty."

You'll be designing:

- Montessori-aligned websites
- Brand-consistent marketing assets
- Clear, usable, human-centered visuals

You'll work closely with:

- Web developers
- Client managers
- Marketing and enrollment teams

Some days you'll be deep in layouts and UX decisions.

Other days, you'll be creating clean, thoughtful graphics that support campaigns, communications, or internal resources.

This role is perfect for someone who:

- Loves structure *and* creativity
 - Can follow brand systems but also think critically
 - Wants their work to actually be used (and appreciated)
-

Job Description

Key Responsibilities

- Design and maintain website layouts that are clear, accessible, and Montessori-aligned
- Create graphic assets for websites, email campaigns, social media, presentations, and internal resources
- Collaborate with developers to ensure designs translate cleanly into live sites
- Follow and apply established brand guidelines across multiple clients
- Balance multiple design requests while maintaining quality and consistency
- Think beyond aesthetics — prioritizing clarity, usability, and intent

Qualifications, Skills, and Experience

- Strong eye for layout, typography, spacing, and visual hierarchy
- Comfortable designing for both **web** and **graphic** contexts
- Ability to work within brand systems while still thinking creatively
- Organized, detail-oriented, and able to manage your own workload
- Willingness to learn and adapt to tools like Figma, Canva, Adobe tools, or web-specific platforms
- Clear written communication and comfort working in a remote team

Salary & Growth Opportunities

This role starts at \$1,500 USD per month.

What that means in practice:

- Full-time, remote position
- You'll be onboarded into our design systems and standards
- You'll gradually take ownership of more complex projects
- Your performance will be evaluated on:
 - Quality and consistency of design work
 - Ability to meet deadlines
 - Collaboration with team members
 - Adherence to brand and UX standards

Growth Opportunities

- Increased responsibility across higher-impact projects
- Opportunity to specialize further in web, brand, or systems design
- Strong preference for internal promotion as the company grows
- Long-term role for someone who wants stability *and* growth

Successful Designer Personality Profile

While there's no single "right" personality, our most successful designers tend to share these traits:

Important Personality Traits

- Thoughtful
- Detail-oriented
- Calm under pressure
- Curious
- Reliable

What Energizes You

- Creating clarity through design
- Making systems more usable
- Thoughtful feedback and iteration

- Seeing your work actually help people
 - Being trusted to own your craft
-

Make Sure You're Comfortable With...

Let's be very clear upfront:

- **Remote work:** You'll need reliable internet, power, and a quiet place to work.
- **60-day trial period:** All roles begin with a 60-day trial to ensure mutual fit.
- **Feedback & iteration:** Designs will be reviewed, refined, and sometimes revised — collaboration is key.
- **Brand constraints:** This is not “design whatever you want.” We value consistency and intention.
- **Multiple clients:** You'll work across different schools and projects, not just one brand.

If any of that feels like a dealbreaker, this probably isn't the right role — and that's okay.

Our Values

Excellence

We believe excellence lives in the details. It's not about perfectionism — it's about care, follow-through, and pride in your work. We aim to do things well the first time, to think critically, and to continually improve our systems, designs, and processes. “Good enough” isn't our bar — *thoughtful, intentional, and well-executed* is.

Community

We exist to support communities — starting with our own. We collaborate, communicate openly, and assume positive intent. We value teamwork over ego and believe the best work happens when people feel supported, respected, and connected. Our clients, teammates, and partners are real humans, and we treat them that way.

Integrity

We do what we say we'll do. We're honest about what's working and what isn't, we own our mistakes, and we don't cut corners — even when no one is watching. Integrity means transparency, accountability, and acting in alignment with our values at all times.

To Apply

Please submit **all** of the following:

1. A link to your resume (PDF) named:
Lastname.Firstname.DESIGNER.pdf
2. A short explanation of your design experience and why this role excites you
3. A link to your design portfolio
4. Your answer to this question:
If you were an animal, what animal would you be and why?
5. Your answer to *What does this quote mean to you personally?*
“Work is love made visible.” – Khalil Gibran

Send all materials to:

Thank You

We know this is a detailed application — and that’s intentional.

We’re building something meaningful, and we’re looking for someone who wants to build *with* us — thoughtfully, collaboratively, and with care.

If this role excites you, we’d love to hear from you.

If you have questions, reach out — clarity matters to us.

Thanks for your time, your attention to detail, and your interest in joining our team.