Creative Director

TRANSCENDS

Reports to: CEO

Location: Canada | EST preferred

Salary range: $140,000-$200,000

Mission

To transform Transcends into an award-winning design leader in 2 years, including building and holding standards for an "A" creative team. Successfully help win and deliver large ($500k+) creative projects with enterprise clients.

Outcomes

The success of the role will be measured by the following outcomes in the first 12 months:

- **People Management:** Source, hire and develop a team of 'A' marketing and design talent within the first 6 months.
- **Creative Standards:** Hold a high bar for excellence across marketing and design; you are the owner of the Transcends Method for marketing and design. Articulate a clear, specific creative vision within the first 90 days.
- **Client Leadership:** Strong executive presence, excel at 'art of the possible' and pitching clients big ideas, assist the Accounts team when in pursuit of new opportunities.
- **Transcends' Brand:** You are our visionary brand leader, creating the identity for an agency of the future. A Transcends' brand overhaul is completed within the first 6-12 months.
- **Award Winning:** Identify relevant industry awards for Transcends' creative and marketing work, and submit at least 2 high-quality entries per year, building sustained recognition over time.

To apply, email rebeccasm@transcends.io with your resume and a short introduction

Competencies

To be successful in this role, you will need:

- **Executive Presence:** Must be credible to a c-suite audience, defend creative rationale under challenge, and be someone Accounts wants in a pitch. At ease and friendly with senior executive talent.
- **Workshop Facilitation:** The “art of the possible” sessions are how big ideas get sold. Needs to run a room of mixed-seniority client stakeholders, surface the real problem, and convert a workshop into scoped, funded work.
- **Hires A Players:** Hires and develops A-level marketing and design talent.
- **Train & Retain A Players:** Coaches team members, gives hard feedback, and addresses underperformance decisively, including coaching out B players.
- **Be What’s Next: AI:** Transcends' positioning is agentic-AI-forward. The CD must integrate AI into the creative process as a genuine capability and reset the team's ways of working.
- **Virtual Design:** Candidate has broad design background and at least one key design skill (visual design preferred) as 25% of the work is hands-on doing. They have a GREAT portfolio of work.
- **Visionary Creative Leader:** Articulates a clear, specific creative vision within the first 90 days. Has previously changed how an organization or category thinks, with evidence (repositioning, a signature body of work, a methodology others adopted).
- **Agency:** 10+ years in marketing and/or advertising and/or design agencies. Bonus for winning industry awards.

About Transcends

Transcends is a full-service go-to-market agency where the world's most ambitious technology brands come to grow. We partner with industry leaders and their ecosystems — Microsoft, AWS, Intuit, Adobe and many more. Our team turns bold ideas into market-defining, revenue-generating results through AI innovation, creative services, and strategy.

Our small, high-performing, fully remote team works across North American time zones. Every person here is proactive, takes real ownership, and holds a high bar for excellence because we know that world-class work comes from world-class people who are trusted to do their best work from anywhere. We move fast, think bigger, and win together, driven by a relentless commitment to exceeding what our clients believe is possible.