Jr. Web Programmer & Graphic Designer
Legislation and Communications Unit

Location: Remote (must live within California), Sacramento, Fresno, Oakland, Ontario, Los Angeles, or San Diego

Individuals who are Deaf or Disabled are encouraged to apply.

SALARY RANGE (Depending on Experience): $27.47 – $40.23 hourly
We base salary and position offers on experience and an internal equity analysis.

EXCELLENT BENEFITS including 8% 401k Match, a language differential up to $250/mo. Health (HMO and PPO options), dental, vision, basic life insurance, short-term and long-term disability insurance and flexible spending accounts (medical, dependent care and commuter). Additionally, we offer ample vacation, sick/self care leave and eighteen paid holidays (including the last week in December) and more….. We are a Public Service Loan Forgiveness (PSLF) - eligible employer.

Application Deadline: Open until filled.

WHO WE ARE
Disability Rights California (DRC) is the Protection & Advocacy (P&A) system for the state of California. DRC defends, advances, and strengthens the rights and opportunities of people with disabilities.

DRC works for a world where all disabled people have power and are treated with dignity and respect. In this world, people with disabilities are supported, valued, included in their communities, afforded the same opportunities as people without disabilities, and make their own decisions.

DRC values all forms of human diversity. We are committed to a culture of belonging where all people are welcome. In order to be effective advocates for all people with disabilities, we must address discrimination in all its forms, including the unique challenges faced by people who experience the intersection of multiple systems of discrimination.

PURPOSE OF THE JOB
Working closely with the Web & Graphic Designer and Communications Director this position develops and updates various pages on DRC’s website including our resource section, events, and other various pages. Managing concept design, programming, layout, image selection, updating functionalities, and ensuring accessibility.
Manipulating photos and graphics with Adobe Creative Suite to be used for digital, e-marketing, and print materials in line with DRC’s brand image. Also, creating registration pages, and email marketing for various campaigns including webinars, conferences, townhalls, newsletter, call to action, etc., and managing our survey platform while providing training for staff.

**MINIMUM QUALIFICATIONS**

**Education and Experience**

Bachelor's degree (BA or BS) from four-year college or university that included courses on web design, social networking, hypertext markup language (html), and associated topics; plus four (4) years web content experience and/or training; additional four (4) or more years of related experience will be considered in lieu of degree

- Experience in web programming, database systems, web application development and building/maintaining drupal or WordPress sites.
- Experience in HTML, CSS, J Query, JavaScript.
- Ability to conceptualize original design for web and digital with a strength in creativity and storytelling and strong eye for visual composition.
- Proven experience with graphic design and proficient in Dreamweaver, InDesign, Adobe Professional, or similar software and Google Analytics.
  - Advanced Photoshop, with strong photo compositing skills
  - Strong design fundamentals (type, image, color) and discerning eye for photo editing, cropping, and compositing.
- Experience creating email campaigns and experience utilizing Mailchimp and/or similar software.
- Able to manage projects from initial design to final completion while maintaining accuracy and attention to detail.
- Knowledge of Search Engine Optimization
- Bring an understanding of integrated marketing and experience with channels like social media, display and digital, email, and online video.
- Must be a self-starter, well-organized, detail-oriented, ability to manage multiple tasks, and prioritize deadlines.
- Ability to learn and understand complex issues quickly, while contributing to a fast-paced, dynamic team.
- Strong communication, presentation skills and ability to maintain accuracy and attention to detail throughout the creative and production process.
- Collaborative, inclusive, and flexible team member
DESIRED QUALIFICATIONS

- Experience working with and/or sensitivity to persons with disabilities and/or experience working with and/or sensitivity to persons from multi-ethnic communities.
- Knowledge of web/video/audio production highly preferred.
- Life experience as a person with a disability OR direct experience as a caregiver of a family member with a disability.

Working at DRC is more than just a job - it is a rare opportunity to do what you are good at while making a difference! DRC offers competitive salaries and a generous benefit package. To view the detailed job description and complete the application process here.