

## Join the Team: Associate Director

We're growing our team at Coldr and looking for an entrepreneurial Associate Director with a strong desire to disrupt the status quo to deliver impactful campaigns and communications that are remembered.

### About Us

We are an award-winning consultancy specialising in strategy, cultural marketing, communications, and social impact.

We are a diverse team of strategic storytellers who help brands grow by creating standout campaigns that purposefully include new, emerging and underserved audiences.

We get under the skin of how different people live, love, work and play to breathe cultural fluency into communications strategies, earn attention, create hype and drive impact.

### About You

Coldr seeks a highly motivated and results-oriented Associate Director to spearhead new business and lead on client servicing for our growing consultancy. This is a new role, and the successful candidate will shape the impact they want to make.

The ideal candidate will be a strategic thinker with a proven track record of success in driving new business, crafting compelling narratives, and developing and executing multi-channel campaigns that resonate with mainstream and underrepresented audiences. They will be self-starters who can work across teams to deliver integrated, impactful work.

### Hybrid Working

This is a hybrid role, with team members working in our West London offices on Tuesdays, Wednesdays, and Thursdays.

[breaktheice@coldr.london](mailto:breaktheice@coldr.london)

STUDIO 619, THE SHEPHERDS BUILDING, CHARECROFT WAY, LONDON W14 0EE  
COMPANY NUMBER: 12700674

# Key Responsibilities

## BUSINESS DEVELOPMENT

Actively seek and generate new business and organic growth opportunities, particularly in the health, wellness and purpose space:

- Demonstrate awareness of growth-driving initiatives
- Lead the delivery of our marketing plan
- Work closely with the CEO to deliver new business growth and new offer
- Track record for pitching and winning business
- Network and build relationships with potential clients
- Contribute to the agency's overall growth and revenue targets

## CLIENT RELATIONSHIP MANAGEMENT

- Serve as a trusted advisor for a portfolio of clients, building and maintaining strong relationships
- Demonstrate a deep understanding of clients' businesses, industries, and target audiences to help them achieve their business and communications goals
- Resolve client issues and concerns in a professional and efficient manner
- Lead on business development, identifying and pursuing new opportunities

## TEAM LEADERSHIP

- Proven leadership skills that foster a collaborative and high-performing team environment
- Inspire, mentor, coach and support junior team members
- Demonstrate commitment to diversity, equity and inclusion

## INDUSTRY KNOWLEDGE AND THOUGHT LEADERSHIP

- Stay up-to-date on industry trends, best practices, and emerging technologies
- Share insights and perspectives with clients and colleagues
- Represent the agency at industry events and conferences

## Experience

- 10+ years of experience with at least 2 years in a leadership role
- Proven track record of generating new business opportunities and managing the process from idea generation to presentation and client acquisition
- Exceptional written and verbal communication skills
- Strong organisational and client interaction skills while fostering teamwork
- Passion for creativity, innovation, and a natural problem-solver
- Experience with forecasting, budget management and financial reporting
- Ability to manage up and work closely with the CEO
- Exhibit excellent communication, written and project management skills
- Corporate reputation and crisis management experience is ideal but not essential

## Salary

- To £75k, dependent on experience
- We are open to considering a 3 or 4-day work week, with salary adjusted accordingly.

## Benefits

We don't do one-size-fits-all benefit packages. We acknowledge that work-life balance varies for everyone and offer flexible benefits, including:

- 35 days of leave, including 4 paid wellbeing days
- £100/year to spend on a day out of the office
- Individual £750 annual training allowance
- Private healthcare
- New business commission scheme
- Flexitime based on core hours
- 5 days/year work from abroad

## Building a Diverse and Inclusive Team is in Our DNA

At Coldr, diversity and inclusion are essential to creating a vibrant and innovative workplace. We are committed to fostering an environment where everyone feels respected, valued, and included.

We actively seek candidates from diverse backgrounds and experiences to ensure that our team reflects the communities we serve. A diverse workforce brings a wealth of perspectives and ideas that contribute to our success.

If you share our values and are passionate about working in a diverse and inclusive environment, we encourage you to apply for a position at Coldr.

## To Apply

Please submit your CV, cover letter, and portfolio (if applicable) to **breaktheice@coldr.london**

We look forward to hearing from you.