

Sponge Roles:

Dear future Sponge,

We sincerely believe that if your heart, mind and ambitions are aligned with ours, then you have the potential to become an important part of our company.

While we love to meet new and talented people, we are only looking for people who are the perfect fit for our company. We don't want to waste anyone's time trying to fit a square peg into a droplet shaped hole. So, read through the **ALL** aspects of our **Vision, Mission** and **Core Values** below and see how you feel.

The Sponge Vision

To create a more beautiful World, one brand at a time, and find the fun doing so!
To sit at this planet's pinnacle of brand makers, being the richest in knowledge, talent, spirit and profitability.

Our Mission

To deliver excellence to our clients in the clear translation of who they are and their aspirational objectives - through branding that communicates effectively in all mediums with the desired level of impact.

To attract and develop great people and create the optimal environment for talent to flourish.

To identify specialist strengths and core interests in our people and nurture these through support, education, exploration and integration.

To foster high spirits by maintaining a healthy balance of rewarding work and Finding the Fun!

Core Values

The guiding values we operate by are:

Openness: Being open to input from other team members, and open in the way you communicate ideas and challenges. The openness to explore new directions with the understanding that mistakes, when made fast and learned from, lead to success in the creative process.

Excellence: Never settling for anything less than absolute excellence for every piece of work. We revel in the pride of producing the absolute best solution, precision executed to perfection with the finest of skill.

Creativity: Always striving for the most innovative and creative solution to every challenge. Confidently pushing the envelope with new and exciting ideas (whether or not there is a known way to execute them!), after all we are Saturated with ideas...

Accountability: Knowing that above all, our number one goal is to be as effective as possible for our clients. Each project will be evaluated, not only for its ability to fulfil the original objective, but for how much it has surpassed expectations!

Fun: There is fun to be found in work (and life). Your mission is to find the fun. We will provide as many opportunities as humanly possible for you to do so. And we are always ready to discover more ways.

Initiative: The deep seeded internal drive to make this company the best in the world means acting on your initiative and never sitting idle. Positive and progressive is how we are and we're always ready to do everything necessary to get the best result.

Big Goals

The Sponge has big audacious goals and we need the right people to help us achieve them and to set even bigger and more audacious goals.

Multi-talented Personal Assistant + Public Relations

QUALIFIER

We are only looking for people who are the perfect fit for our company. So, only if you feel perfectly aligned with **ALL** aspects of our **Vision, Mission** and **Core Values** then please read on, because we want you. If you see part of one of these roles that fits you better, please let us know how and we will see if we can make it a reality.

Position: Fulltime - Monday to Friday 9am to 6pm.

Wage: negotiable and based on experience (and profitability)

You will be working alongside your creative team members in our open plan office in Pyrmont, directly to the director and assisting with a broad range of activities:

- Maintaining and building client relationships
- General reception and administration support
- Inputting projects into management software and updating projects
- Maintaining and building supplier relationships
- Creating and managing small Public Relations campaigns
- Rolling out marketing campaigns
- Enjoying Friday afternoon BBQs
- And wherever possible adding your input into creative solutions to challenges

If this is you, simply email your resume along with a cover letter telling us why you think so. This is an open response and can be as long, or as brief as you believe you need to be. Please direct your applications it to

admin@thesponge.com.au

Graphic Designer + Flash Developer

QUALIFIER

We are only looking for people who are the perfect fit for our company. So, only if you feel perfectly aligned with **ALL** aspects of our **Vision, Mission** and **Core Values** then please read on, because we want you. If you see part of one of these roles that fits you better, please let us know how and we will see if we can make it a reality.

Position: Fulltime or Part-time

Wage: negotiable and based on experience (and profitability)

You will be working alongside your creative team members in our open plan office in Pyrmont, reporting directly to the creative directors and working on fun projects.

You are:

- Naturally creative
- Able to communicate your ideas clearly
- Able to develop creative solutions as part of a team
- Definitely not precious
- Thorough and time efficient
- Proficient in digital and non-digital media
- A 3rd dan (or higher) black belt of the Adobe Suite
- Able to build Flash websites in a single bound
- Seriously... able to build fully AS powered dynamic websites as well as hybrid sites from PSDs (PHP not required)
 - Knowledge of AMFPHP is a plus
- Knowledgeable in motion graphics and audio is also a plus
- Cool with Friday afternoon BBQs
- Always ready (wherever possible) to add your input into creative solutions to challenges

If this is you, simply email your resume along with a cover letter telling us why you think so. This is an open response and can be as long, or as brief as you believe you need to be. Please direct your applications it to

admin@thesponge.com.au

Create a Role

QUALIFIER

We are only looking for people who are the perfect fit for our company. So, only if you feel perfectly aligned with **ALL** aspects of our **Vision, Mission** and **Core Values** then please read on, because we want you. If you see part of one of these roles that fits you better, please let us know how and we will see if we can make it a reality.

Position: Fulltime or Part-time – Could be two separate PT roles.

Wage: negotiable and based on experience (and profitability)

You fit the criteria and can think of a way you can bring profits to our company with your skills but the role is not yet defined. We want to speak to you.

If this is you, simply email your resume along with a cover letter telling us why you think so. This is an open response and can be as long, or as brief as you believe you need to be. Please direct your applications it to

admin@thesponge.com.au