



## Creative Specialist

### Are you looking to join a team of passionate creatives focused on growth and quality?

We are looking for a talented creative, experienced in photography. The ideal candidate will have an eye for detail and advanced client relationship and customer service skills. They will also possess a growth mindset, always being open to feedback and direction, while looking for ways to improve their skills and inspire the team. Additionally, they will be passionate and understand that producing high-quality content starts with a love for the craft.

### How you will add value to our company and clients

**Build and Maintain Strong Client Relationships:** You will have the opportunity to proactively connect with our clients, understand their specific requirements, and maintain strong relationships to deliver exceptional service and foster long-term partnerships. This, in turn, will propel our brand and business forward and provide us with the opportunity to work with some of the top-producing agents in our market.

**Tell Stories:** Your creative talents will help to skillfully tell visual stories through your images, capturing the unique features and character of each property to create emotional connections with potential buyers. You will also have the opportunity to help build our client's brands by showcasing them and their properties compellingly and professionally that align with their brand identity.

**Add to our Culture:** Be a successful part of our team by collaborating effectively, contributing your creative input, maintaining clear communication, and fostering a positive team environment to deliver outstanding results for our clients and teammates.

**Get and Stay Organized:** Maintain organization while managing your calendar, equipment, files, and resources, ensuring a smooth workflow, maximized productivity, and quick turnaround times. Organization will be critical to avoid potential issues and deliver the highest quality results.

**Never Stop Learning and Growing:** Practice and perfect your craft while learning new skills. Get direction up front, creative feedback throughout, and an evaluation at completion. Keep getting better at what you love to do.

### What we offer

**Work-Life Harmony:** Paid Time Off, Paid Holidays, and Sick Leave

**Competitive Pay:** Starting/Training Pay: \$17.50/hr

Post-Training Base Pay: 25-40 hrs./week schedule, \$20-24/hr (\$500-\$960/week) depending on experience **plus** Productivity bonus and Gas money

**Continuous Training:** A Paid Training Program to get you started and Monthly Training Opportunities

**Growth Opportunities:** Continuous Growth Opportunities and a Progression Plan to help you reach your Career Goals and Aspirations!

**Gear:** All your Gear is provided. We leverage the latest and greatest technology and will give you the tools and support you need to succeed!

**Company Culture:** A Culture that is service-oriented, supportive, and welcoming so you enjoy coming to work! Our team is all about developing themselves and each other so you can harness your true potential and feel heard!

## Company Overview

RECreative Visual is an innovative real estate media agency expanding through all parts of the State of MD. Our mission is to deliver the highest quality photo and video marketing solutions to our clients, which will ultimately enhance their reach and drive business growth. We are a passionate team of creatives focused on constantly leveling up our game and improving. As a part of our team, you will have the chance to unleash your creativity and develop your skills as a versatile creative. Our company enables you to focus on what you love to do. We have a full team dedicated to all areas: editing, sales, project management, customer service, and more. This allows you to focus on what you love to do best and be creative. As a team member at RECreative Visual, you will always feel like more than an employee and have a voice at our company. To see some samples of the work that has helped us become one of the most trusted agencies in our market, please follow this link to our [website](#).

## Why you will be great for this role

**You are a Passionate Creative** with refined photography, videography, and drone operation skills.

**You are Professional** and showcase etiquette, a positive attitude, and excellent customer service skills.

**You are Great with Clients** and understand the importance of customer service and relationship building **You are Analytical** and possess strong creative, problem-solving, critical thinking, and decision-making skills. **You can Function Under Pressure** in a fast-paced and at times stressful environment.

**You are detail-obsessive** and understand the importance of attention to detail.

**You are Kind and Personable** and showcase empathy in and outside of work.

**You have a Growth Mindset** and constantly challenge yourself to harness your full potential.

**You take Feedback Well** and constantly look for ways to improve your craft and the craft of those around you. **Your Work is Consistent**, and you stay disciplined and motivated to put your best foot forward.

**You have a Valid Driver's License and a Reliable Car** that you can always use for the job.

**You have Photography Experience** and basic knowledge of photography.

**You Value Education** and have a High School Diploma and an Undergraduate Degree or relevant work experience.

**You meet our Target Location** and live within 25 miles of our location in Gambrills, MD

## Bonus Points

**Licensing:** You are FAA Part 107 Drone Licensed

**Experience:** 1-5 years of Experience in the Real Estate Industry (as a professional or independent creative contractor), Marketing/Sales, Client Directing, and Business/Operations experience

**Camera Systems:** Proficient with Nikon mirrorless camera systems and lenses

**3D Tour Experience:** Experience with the use of a 3D Tour camera and equipment

**Software:** Google Workspace, Slack, and File Management Systems Knowledge

## Key Responsibilities

- Strengthen client relationships by demonstrating accountability, being knowledgeable, and always maintaining a positive attitude
- Oversee and deliver all listing solutions from start to finish including photo, video, drone, 3D services, and floorplans
- Plan and execute strategy calls with clients to understand their specific needs and set yourself and our clients up for success
- Identify and determine the best creative solutions while completing our services and offer creative consultations to showcase yourself as a subject-matter expert and provide in-field upgrades
- Communicate vision and expectations to clients on-site and remotely
- Maintain responsive and consistent communication across departments and with our clients
- Prepare, maintain, and manage company equipment while staying highly organized
- Maintain calendar accuracy for time-tracking purposes and consistency
- Travel to and from scheduled shoots on time while driving safely
- Communicate any applicable field notes to respective team members
- Operate effectively within both a team environment and individually
- Participate in training and development opportunities and share your knowledge with colleagues
- Upload your footage before 6:00 pm each day to ensure our editing team has what they need
- Complete Project Prep each day before 8:30 pm to ensure you are prepared for all upcoming shoots
- Confirm your next-day schedule with our Creative Lead before 6:00 pm for optimal communication

## Physical Activities

- Moving about to accomplish tasks or moving from one worksite to another
- Adjusting or moving objects up to 50 pounds in all directions
- Repeating motions that may include the arms, wrists, hand, and fingers
- Operating light machinery and electronic equipment
- Assessing the accuracy, neatness, and thoroughness of the work assigned
- Driving to complete job duties and standing for extended periods

## Work Hours

This is a seasonal 25- 40 hours/ week hourly, non-exempt position. Limited weekend and evening availability may be required. Our standard operating hours are from Monday to Friday, 8:30 am EST to 4:30 pm EST.

## Company Culture

We are a team of creatives who seek to disrupt the industry in the State of MD. Our quality of work matches our hunger for innovation and drive to expand our services to new clients. We are constantly pushing the boundaries in our field and hope to bring on team members who share the same vision. Our current team carries the following **Core Values** and we hope you will too:

- **Good Attitude**

- Passion
- Consistency
- Attention to Detail

**To officially apply for this opportunity, please email us your resume and a link to your portfolio (or Instagram page) to [info@RECreativeVisual.com](mailto:info@RECreativeVisual.com).**

*RECreative Visual provides equal employment opportunities to all employees and applicants for employment. It prohibits discrimination and harassment of any type without regard to race, color, religion, age, sex, national origin, disability status, genetics, protected veteran status, sexual orientation, gender identity or expression, or any other characteristic protected by federal, state, or local laws.*