

Position Description: Creative Director

Are you passionate about design and technological trends? Are you proactive and results-oriented, with demonstrated communication skills and a passion for learning? If so, a position at MEDUCOM is right for you!

MEDUCOM is a full-service, integrated healthcare communications agency, which conceptualizes and delivers pharmaceutical marketing, medical advertising and healthcare education services. MEDUCOM has established a leadership position in Canada as strategic consultants and communication strategists who excel at delivering quality programs and services valued by leading pharmaceutical companies and physicians across Canada. Within the Client Service team, you will work diligently to uphold the team's core purpose: to foster **trusted relationships** through **strategic** project execution that achieves brand objectives, **elevating clients** and making their lives easier.

Job Description

As a **Creative Director** at MEDUCOM, you will be an integral part of a multidisciplinary team focused on developing and delivering communication programs of the highest quality. The role will include design work and production support in collaboration with creative team members. As part of our creative department, you will play an important growing role in our company working closely with our medical and client service team members as well as overseeing the Creative team members. Within the Creative team, you will work diligently to uphold the team's core purpose: to represent **creative catalysts**, elevating our work with visual design and **innovative approaches** that challenge the boundaries of our capabilities and push our services to **new heights**. This is an existing position within the organization.

Primary Accountabilities

- Lead and mentor the Creative Lead and design team, fostering professional growth and high creative standards
- Define and elevate MEDUCOM's creative vision across all programs and client work
- Provide strategic, high-level conceptual direction for initiatives, pitches, and medical education programs
- Ensure creative integrity, visual consistency, and strategic alignment from brief to final delivery
- Approve final creative assets and oversee quality control across all deliverables
- Collaborate with Client Service and Medical teams to align creative with brand and educational objectives
- Participate in client meetings requiring senior creative leadership and contribute to business development
- Conceptualize, design, and produce branded materials, presentations, websites, and multimedia assets
- Develop PowerPoint decks, regenerate figures/tables, and support client-facing presentation needs
- Perform video editing and create digital content for internal and client use
- Provide structured feedback and guidance to sharpen team members' conceptual thinking
- Implement processes and frameworks to improve efficiency and reduce late-stage revisions
- Solicit and incorporate feedback from colleagues and clients to refine creative outputs
- Maintain high standards of polish, strategic intention, and visual excellence across all projects

Essential Skills & Qualifications

- 10+ years of experience in an agency, healthcare communications, or medical education environment
- Proven experience leading and mentoring creative teams
- Demonstrated ability to provide high-level conceptual direction and hands-on production support
- Strong portfolio showcasing strategic thinking and polished execution
- Experience presenting to senior clients
- Deep understanding of brand development, visual storytelling, and healthcare communications
- Proficiency in Adobe Creative Suite (Photoshop, Illustrator, InDesign) and video/motion editing software (Premiere Pro, After Effects)
- Experience with Maya or similar 3D software
- Experience developing websites, HTML eblasts, and digital content
- Post-secondary degree or diploma in graphic design, digital media, or related field
- Strong interpersonal and leadership skills; ability to manage multiple priorities under deadlines
- French as a second language is an asset

What can you expect from MEDUCOM?

- An enthusiastic and dynamic culture, with flexibility that supports work-life harmony
- A commitment to mentorship that fosters professional development and career growth
- Empowerment to be a decision-maker, and influence change within a nimble organization

If you possess the above qualifications, and can demonstrate a proven track record of success, leadership and commitment to excellence, please email your cover letter and resume to info@meducom.ca. *Only those selected for an interview will be contacted. Salary band: CA\$90,000.00-CA\$110,000.00 per year*