

Job Posting - Web Designer

WANTED! The World's Most Detail-Obsessed Remote Web Designer

When you apply, please make sure the subject line is: "I actually read the instructions"

Who We Are:

We're a team of Montessori-loving, mission-driven, detail-obsessed digital masterminds who wake up every day fired up to help schools thrive. We believe in big ideas, beautiful design, and marketing strategies that actually work (because cookie-cutter is for cookies—not schools).

We're not your typical agency. We're partners, strategists, creatives, and tech wizards rolled into one. We build websites that wow, launch marketing that converts, and create systems that actually make life easier. And we do it all with a deep respect for the Montessori philosophy—because we're just as passionate about education as we are about growth.

Headquartered in the cloud (aka fully remote), our team spans time zones and continents—but we stay tightly connected through collaboration, creativity, and a shared obsession with doing our best work.

We're here to make a difference. Not just in marketing, but in the lives of the educators, guides, and children our work touches. If that fires you up—we might be your people.

Check us out at: nidomarketing.com

What we're looking for:

We're on the hunt for our next remote Web Designer! This is a fully work-from-anywhere position—with the bonus of working alongside a fun, mission-driven team that serves Montessori schools around the world.

Our ideal web designer is equal parts creative visionary and detail fanatic. You can dream up beautiful, intuitive layouts and make sure every pixel is perfectly placed. You love design that's not just pretty—but purposeful. You know how to bring a brand to life through thoughtful design, and you're not afraid to get into the weeds to make sure the user experience is seamless.

Job Description

Key Responsibilities

- Design beautiful, user-friendly websites for Montessori schools using our website builder.
- Customize templates to reflect each school's brand while honoring design principles.
- Update existing client's websites using creative skills to build beautiful content while maintaining the overall integrity of the site's design.
- Collaborate with other team members to ensure websites are both visually polished and functionally sound.

Qualifications, Skills, and Experience

- A minimum of two years of experience designing, building websites and maintaining websites.
- Strong eye for clean, modern web design with excellent attention to detail.

- Experience designing websites using content management systems (Duda, WordPress, Squarespace, Wix, etc.).
- Ability to manage multiple projects, meet deadlines, and communicate clearly in a remote team environment.
- Ability to exercise creativity while working in a process oriented environment.
- Ability to learn new software interfaces quickly and effectively.
- Ability to self check your work thoroughly and take pride in it.

Salary & growth opportunities:

Web Designers start at \$14,400 a year

- You'll work under the guidance of our Lead Web Designer as you learn our systems, design standards, and client process.
- You'll be assigned maintenance and new website projects gradually as we build your confidence and ensure your work meets our quality standards.
- You'll be evaluated on attention to detail, design quality, turnaround time, and client satisfaction.

Growth Opportunities

- There are strong opportunities for growth for Web Designers who take on additional projects, contribute to design innovation, or help improve internal systems.
- You'll be evaluated on the quality, consistency, and impact of your work.
- We actively promote from within—our best designers often move into leadership roles or work on high-impact internal projects.

Successful Web Designer Personality Profile:

While we know there's no one-size-fits-all for success, we've noticed some clear patterns among the designers who thrive at Nido Marketing.

You're energized by creativity, clarity, and the quiet satisfaction of getting things just right. You're the type of person who notices when something's one pixel off—and fixes it. You find joy in transforming abstract ideas into clean, intuitive designs. You're not just an artist; you're a problem-solver who loves making beautiful things that work.

You're self-motivated, reliable, and happiest when you're in the zone, bringing a website to life. You love collaborating but don't need hand-holding. You enjoy feedback because you care about the end result—and because you want to keep growing.

Important personality traits:

- Detail-oriented
- Creative
- Reliable
- Thoughtful communicator

What energizes you:

- Clean, purposeful design

- Solving visual and UX problems
- Seeing your work go live and make an impact
- Quiet focus and creative flow
- Working with a mission-driven team
- Delivering projects on time

Make sure you're comfortable with:

Remote work (for real):

This is a fully remote role, which means you must have a quiet, reliable work environment with strong internet and minimal distractions. If your Wi-Fi is spotty or your workspace doubles as a chaotic household hub, this probably isn't the right fit.

Pixel-level attention to detail:

We're serious about quality. That means reviewing your own work carefully, catching small inconsistencies, and striving for polish in every project. If you're someone who rushes through tasks or misses the small stuff, this role will feel frustrating (for both of us).

Creative constraints:

We don't design from scratch for every client. You'll be working within proven templates and design systems, which still require plenty of creativity—but also demand consistency, structure, and adherence to brand guidelines. If you need total creative freedom to thrive, this might not be your happy place.

Feedback (lots of it):

Design is collaborative. You'll get feedback from the Lead Web Designer, client managers, and sometimes even clients. We're kind but direct. If you don't enjoy refining your work based on input—or if constructive critique feels personal—this role won't be a good fit.

Volume and deadlines:

We're a growing agency, which means our design queue stays busy. You'll often be juggling multiple websites, with internal deadlines and client expectations to manage. If you prefer long, drawn-out design timelines or struggle to stay organized under pressure, this may not be ideal.

60-day trial period:

All positions at Nido Marketing begin with a 60-day trial period. It's our way of making sure the fit is right on both sides. If you're currently in a role you feel secure in, please don't take the leap unless you're confident in your ability to meet expectations and thrive in this environment.

Our values:

EXCELLENCE

Good enough isn't good enough. We strive for the highest quality in everything we do—from the smallest design tweak to the biggest strategic decision. We take pride in our work and aim to consistently exceed expectations. Excellence means sweating the details, thinking critically, and holding ourselves to a higher standard—not because someone is watching, but because we care.

COMMUNITY

We believe in the power of connection. Our work supports Montessori schools, educators, and families—and we never forget the human impact of what we do. We show up for our clients and for each other with kindness, empathy, and a spirit of collaboration. We listen, we uplift, and we build long-term relationships rooted in trust and shared purpose.

INTEGRITY

We tell the truth, even when it's hard. We own our mistakes, communicate transparently, and never cut corners. Our clients rely on us to be honest, thoughtful partners in their success—and we take that responsibility seriously. Integrity is the foundation of trust, and trust is the foundation of everything we do.

To apply:

If you're interested, please submit the following:

- Your resume in PDF format with the following naming convention:
[Lastname.Firstname.WEBDESIGNER.pdf]
- Details of your web design experience and why you think you'd be a good fit

Submissions should go to: erika+webdeisgner@nidomarketing.com

Thank you!

As you can tell, we're looking for someone exceptional to join our team. If you're excited about helping Montessori schools thrive while working in a collaborative, upbeat environment, we'd love to hear from you. If anything about the role or the application process isn't clear, don't hesitate to reach out—we're happy to answer any questions.

We're building something special here, and we want you to be just as excited about joining us as we are about having you. Let's make an impact together.

Thank you for your time and consideration—and best of luck in your job search!