



mustard MD is the specialist division of mustard for all things creative, design & digital. Whether it be for a global creative agency or an in-house design team, our experienced consultants supply talented creatives, client services professionals and everything in between.

With 10 years of experience recruiting in this sector, the team work closely with clients to get under the skin of their brand and creative vision, hiring the right talent for the job. Given the subjective and dynamic nature of the design sector, our team are well equipped with an extensive network of industry contacts, specialising in everything from branding & packaging design to UX strategy and service design.

The creative agency economy is one of the most dynamic & sophisticated out there and mustard MD have had the opportunity to support the success of smaller agencies, through to the established 500 + employee global agencies or blue chip brands. Appreciating the differing hiring processes for each, and utilising design specific job boards and advertising campaigns as well as their own specialist network.

creative & design

Where it began... mustard MD's 'bread and butter' was Creative & Design, covering vacancies such as Artworkers, Brand Designers, Graphic Designers, Packaging Designers and so on. Traditionally this was more print based, but in recent years this has shifted to digital natives and designers with digital skills and passions. The world of design is evolving, and mustard has been evolving along with it!

Given the subjective nature of the sector, finding the best talent can be tricky. Our consultants are skilled in identifying a great portfolio of work and unearthing the designer's concepts and styles of working. These vary massively and are not suited to every client. What works for a creative agency client, may not work for a large in-house brand or architecture firm, for instance.

Clients we service include: advertising agencies, marketing/ PR agencies, production agencies, tech agencies, fintech start-ups, inhouse retailers/ brands, architecture practices, interior design studios.

Typical roles recruited for

Graphic Designer
Artworker
Branding Designer
Copywriter
Art Director
Packaging Designer
Digital Designer
Marketing Designer

Clients

B&Q

dyson

BULLETPROOF

Bynd

SONY

elmwood

sky

WPP

CORSTORPHINE
+ WRIGHT
ARCHITECTS

EDGE

20
20

UX/UI design



UX design has taken the spotlight over the last few years, with all products, services and designs demanding a seamless, well researched and strategised user experience. Agencies and brands alike are investing time and money into talented UX/UI professionals who can set their product apart from the competition.

mustard's unique offering of design, experiential, visualisation, architectural and interiors recruitment, means that the UX professionals on our books can have a broad range of experience. They might have worked for an in-house brand, in retail or gaming space as well as more traditional web and app builds.

Whether you're looking for a hands on UX/UI Designer with a strong design background, or a strategic UX Researcher, we have the capabilities and industry knowledge to support.

Clients we service include: advertising agencies, marketing/ PR agencies, production agencies, tech agencies, fintech start ups, inhouse retailers/ brands, architecture practices, interior design studios.

Typical roles recruited for

- UX Designer
- UI Designer
- UX Researcher
- Service Designer
- Product Designer
- UX Consultant
- UX/UI Designer

Clients

sky



dyson

KARMARAMA

Brave



client services

Without that, there is no business. Long standing relationships between agency and client provides better performance, creativity and delivery, as there is a greater understanding of client needs. Despite being seen as the non-creative side of agency life, client services are an integral part to bringing creative concepts to life.

Those in client services are able to nurture and grow relationships with key stakeholders. It's no longer simply managing relations; it's providing a personalised experience.

An agency's client services team are the face of their business, so therefore finding the right person is vital. mustard MD understands the importance of client services and are able to provide a bespoke recruitment service for any level of account management, from executive to director. Whether it's for a digital, branding, packaging, marketing or PR agency, we cover them all.

Typical roles recruited for

Account Executive
Account Manager
Account Director
Business Development Executive
Business Development Manager
Business Development Director
Planner
Strategist

Clients

FIORA sky

STOKES
TAYLOR
BENSON

BrandMe

havas
helia

forpeople

tech

The rapid development and implementation of breakthrough technologies have meant mustard MD have been consistently immersed in the tech industry. Securing developer and tech leader roles across the UK within creative agencies, consultancies, fintech start-ups and in-house brands.

Our specialism within digital and tech has been an exciting journey, connecting the worlds of retail & tech, events & tech and app & product. We've been helping brands improve their customer experience for nearly a decade.

Working with both corporate B2B clients who hire in volume, and creatives who are unsure of who exactly they need, mustard MD can give an informed and consultative service, ending with the best tech solution for your business needs.

Typical roles recruited for

Front end Developer
Back end Developer
Full stack Developer
Software Developer
App Developer
Javascript Engineer

Clients

SONY



cookpad

Cheil

SQUINT/OPERA

FOCUS

marketing & Ecommerce

As the market changes and adapts to the global economic climate, marketers play a role in helping organisations to communicate effectively with their customers.

Despite global economic uncertainty, ecommerce continues to grow at a speedy rate, with experts predicting that retail ecommerce sales will reach \$4.13 trillion in 2020. Looking ahead another 20 years, and it is unsurprising that more than 95% of all purchases are expected to be conducted via ecommerce. Online shopping has only grown further during the pandemic, and is here to stay.

Brands have become more digitally focused as social media has grown exponentially since its inception, and shows no sign of slowing down. Marketing and ecommerce have become more tailored to social media platforms, and new roles within brands continue to be created to adapt to new changes focusing on where the customer base is.

One of mustard MD's busiest markets is digital marketing & ecommerce. Working closely with online retailers and omni channel businesses, we source all things ecommerce, marketing and social media.

Typical roles recruited for

Marketing Managers
Branding Managers
Digital Operations Manager
PPC Manager
Social Media Manager
Digital Marketing Manager
SEO Manager
Content Manager
Brand Partnerships Manager

Clients



PR & communications

Here at mustard MD we cater for both internal and external communications roles, whether you are a PR agency, brand or corporation. PR is crucial in developing a strong brand and ensuring brand awareness; it's not only selling the product but selling the company too. Unlike marketing, which is more focused on paid methods, PR focuses on unpaid and earned media.

Keeping a positive reputation with your customers and employees creates a more economically viable environment. Positively contributing to the employee experience only makes happier and more productive employees, who then create better products for customers. With the rise in working from home as more popular, and necessary, successful internal communications has never been more vital, and will only continue to be so.

Despite many industries becoming more autonomous with the use of new technologies, communications won't be one of them, as it is an industry that needs a human touch. mustard MD understands the qualifications and skills that a candidate is required to have to help your company become successful communicators, with both the public and employees.

Typical roles recruited for

PR Manager
PR Account Manager
Communications Manager
International Communications Manager
Corporate Communications Manager

Clients

ELEMIS



AXICOM

Playstation case study

“



Antony Valenti
Head of UX/UI Playstation

I have been working with mustard for many years now, with a range of people in their team. I really respect their approach and expertise, and they are my go-to for great contracts. I have a broad creative skillset, so I'm an interesting person to place. The team at mustard have always been super friendly and personable, which I appreciate. Through building a real relationship, really great roles have been offered to me, the most recent being a freelance roles as Head of UX/UI at Playstation. They only suit the right people with the right roles, and they are about quality of the match, which is key. In addition, I have used them when I've been looking for freelancers on projects. So, if you are looking for a role, or recruiting a role, I'd say pick up the phone and have a chat with one of their team. Simply by talking with them, you understand they know the industry and are well worth your time!

”

the mustardMD team



Phil Boshier

Associate Director - People & Culture

Phil is a hugely experienced consultant at mustard, having worked in the field of interior design for the last eight years. Phil leads multiple teams at mustard including our XP, ID and MD team from the Bristol office. He regularly presents to students who are looking to get in to the Creative Industries.

Outside of Work: Phil is a massive Leicester City football fan, and a big follower of cricket. Beyond this, you will also find him behind the bar most years getting his free ticket to the Glastonbury Festival!

Phil.Boshier@mustardjobs.co.uk

dd: +44 (0) 117 284 0076

www.linkedin.com/in/philboshier/



Archie Harvey

Associate Director

**Principal Exec Search Consultant - US, UK, MENA
Experiential Industries**

Archie Harvey started his role as a recruitment consultant and has progressed to Principal Consultant. Archie has been instrumental in the success and growth of the mustard XP division. Working with clients and candidates, helping them to understand the best recruitment solutions from our range of products.

Outside of Work: Another of mustard's big sport fans, if he's not playing cricket or tennis he'll be hiking up and down the whole country!

Archie.Harvey@mustardjobs.co.uk

dd: +44 (0) 117 2840 071

www.linkedin.com/in/mustardarchie/

the mustardMD team



Hannah Lawry
Principal Consultant
Marketing & Design

Having been with mustard for over seven years, Hannah is our Senior Consultant, who has always worked in the creative sector. She works with recognisable global brands as well as having long standing relationships with London-based design agencies.

Outside of Work: Outside of work Hannah is a regular at Carnival fitness, when she's not dancing to Soca, Hannah spends her time with friends at one of Bristol's many cocktail bars or taking her daughter to see what's on at Bristol Hippodrome.

Hannah.Lawry@mustardjobs.co.uk
dd: +44 (0) 203 587 7731
www.linkedin.com/in/hannahlawry/



Alfie Banwell
Talent Partner
Marketing & Design

As an experienced Recruitment Consultant, Alfie Banwell has joined us, having worked for another recruitment agency in the US freight forwarding market, previously covering Los Angeles and San Francisco. After a year and a half, Alfie decided to switch things up and join mustard as a Talent Partner for our Marketing & Design team.

Outside of work: As a social butterfly, you'll catch him having a few drinks end of the week, either watching the football or rugby. If it's a chilled one, he's particularly into music, reading and films but most of all taking his energetic retriever for long walks!

Alfie.Banwell@mustardjobs.co.uk
dd: +44 (0) 117 2840 078
www.linkedin.com/in/mustardmdalfie/

the mustardMD team



Molly McGuire
Recruitment Researcher
Marketing & Design

With a 10/10 NPS score, Molly has built her reputation being a Recruitment Executive with a strong focus on quality service. With a background in sales and management, she's chosen to steer away from retail and explore her interest in the creative realm; recruiting for creative, marketing and design roles in Bristol.

Outside of work: Molly is a huge foodie and loves visiting all the new food spots, from burger vans to fancy restaurants. When back in her hometown, she likes to spend time with her cats.

Molly.McGuire@mustardjobs.co.uk
dd: +44 (0) 117 2840 064
www.linkedin.com/in/molly-mcguire-27aa8b266/



IS THIS YOU?

mustard MD is always on the lookout for new talent to join the team and immerse themselves in our digital world.

If you're interested in design or marketing, then get in touch using the contact information below and we'll set up a call!

careers@mustardjobs.co.uk
dd: +44 (0) 203 587 7731

contact us

Bristol

The Tramshed
25 Lower Park Row
Bristol
BS1 5BN

+44 (0)117 929 6060



Hong Kong

YF Life Tower 9/F
33 Lockhart Road
Wan Chai
Hong Kong

+852 3905 2203



London

4th Floor
Silverstream House
45 Fitzroy Street
Fitzrovia
W1T 6EB
+44 (0)203 587 7730



USA

+1 (737) 708 6694

