Company

Vechain is a global organization working to enable mass blockchain adoption. Our Web3 ecosystems, deep cross-sector expertise and research-backed innovation are jumpstarting scalable sustainability solutions. The foundation of the vechain ecosystems is our layer-1 blockchain VechainThor. One of the world's most energy-efficient blockchain platforms, this transparent, trustworthy, decentralized structure is vechain's bottom line in the creation of innovative, new business models to deploy across industries. To date, we have already connected over 300 enterprise partners with real-world solutions. Bolstering trust, collective sustainability action, redefined value and interconnected ecosystems is the vechain prerogative.

Our Culture

We're a hard-working, innovative, and passionate group intensely focused on building great Web3 products and Sustainability solutions. Look closely and you'll see some common traits we look for in all our hires. We take extreme ownership, embrace feedback, and are high-performing individuals that work great in team environments. We're mission-focused, yet comfortable in dealing with change and ambiguity, and we're not afraid to change direction when we need to. Above all, we're optimists and want people to join us who thrive in fast-paced, high-quality, and disruptive environments.

The role

We are seeking a creative and experienced Head of UX to join our growing Technical team. As the first UX hire in our organization, you will play a pivotal role in shaping and executing our design strategy. As the Head of UX, you will collaborate closely with the CEO, CTO, and Senior Functional Leaders to drive our brand vision and user experience across our Blockchain and Web3 related projects.

What you'll do

Individuals in this role would be responsible for a variety of activities including:

- Work closely with the leadership team to understand the company's goals and vision, translating them into a comprehensive UX strategy.
- Define and drive the UX roadmap to align with the overall business objectives.
- Be a hands-on contributor, leading by example in creating exceptional user experiences.
- Develop wireframes, prototypes, and high-fidelity designs to effectively communicate design concepts.
- Collaborate with product managers, engineers, and other stakeholders to ensure a seamless integration of design and user experience into product development.
- Act as a bridge between design and engineering teams, fostering a culture of collaboration and mutual understanding.
- Drive the development and evolution of our brand identity and design language.
- Ensure a consistent and cohesive brand experience across all user touchpoints.
- Initially operate in an individual contributor capacity, taking ownership of design initiatives.
- Build and scale a high-performing UX team, nurturing a collaborative and innovative work environment.
- Conduct user research to understand user needs, behaviours, and pain points.
- Implement user testing methodologies to gather feedback and iterate on designs.

Qualifications and Skills

Required:
- Proven experience as a UX/UI designer with a strong portfolio of successful projects in a Web3 environment.
- Previous experience in a leadership role, with the ability to build and lead a design team.
- Solid understanding of blockchain technology and Web3 principles.
- Proficiency in design tools such as Figma, Sketch, or Adobe Creative Suite.

- Strong communication skills to articulate design decisions and rationale.
- Ability to thrive in a fast-paced, dynamic start-up environment.
- Bachelor's or Master's degree in Design, Human-Computer Interaction, or a related field.
- Excellent communication and interpersonal skills.