



THE CONGLOMERATE

ONE WORLD. MANY FORMS.

A premium Black cultural design and experience brand seeking a multidisciplinary designer or small creative team to help shape one coherent world across screen, garment, packaging, and campaign.

Culture compounds.

The Conglomerate is coming.

We are building a premium Black cultural design and experience brand through intentional cultural drops. We are looking for a designer or small creative team who can help create a system with enough clarity for a phone screen, enough presence for a garment, enough care for a package, and enough range for the world still to come.

Made from inside the culture, not marketed at the culture.

This is not a request for a logo in isolation. It is a search for the thinking, taste, and execution required to make many forms feel like one house.

DIGITAL Editorial web experiences, responsive systems, interface rhythm, and a clear path from story to action.	APPAREL Garment graphics, placement, materials, embroidery, print constraints, and production-ready decisions.
PHYSICAL Packaging, labels, inserts, objects, and the tactile details that make a product feel considered.	CULTURAL Narrative, campaign, moments, and experiences built with fluency, respect, and a defensible rights path.

Culture is not a surface treatment.

The Conglomerate begins with a simple belief: cultural knowledge, design intelligence, and economic participation become more valuable when they are built to endure and allowed to compound.

What we are building

A modular cultural house that can begin with apparel and digital experience, then expand responsibly into packaging, media, technology, and real-world experiences. Each expression should be recognizable without becoming repetitive.

How it should feel

- Culturally literate, not culturally extractive.
- Premium through judgment and craft, not ornamental imitation.
- Editorial, modern, and confident.
- Restrained, with theatrical moments only when they are earned.
- Specific enough to be memorable and flexible enough to grow.

What it is not

- Generic streetwear or print-on-demand merchandise.
- A technology company wearing cultural language as decoration.
- A collage of predictable Pan-African motifs or borrowed luxury codes.
- A collection of disconnected logos, drops, and social assets.

Culture compounds.

One system. Different pressures.

A strong answer will not make every medium look identical. It will define the principles that let each medium behave appropriately while remaining unmistakably part of the same world.

Marks	What remains recognizable at the size of an app icon, woven label, package seal, or environmental sign?
Typography	How do editorial voice, interface clarity, campaign drama, and garment presence share one hierarchy?
Color	How can a restrained core palette make room for cultural moments and product-specific expression?
Grid and rhythm	What creates continuity between a landing page, lookbook, product card, label, and social frame?
Art direction	How do people, objects, materials, archives, and motion feel specific without becoming costume or cliché?
Production	How does the idea survive embroidery, screen print, fabric, trim, packaging tolerances, and real budgets?

The permanent identity is not predetermined. The current recruitment site uses an intentionally restrained interim system so the selected designer inherits a meaningful problem, not a fake finished brand.

We are looking for range with a point of view.

An individual, studio, or small team may apply. A team can satisfy the capabilities collectively. What matters is clear authorship, strong judgment, and evidence that ideas can move from concept to production.

Required evidence

- UI/UX, digital product, or responsive design-system work.
- Apparel, fashion, merchandise, or production-aware garment work.
- The ability to explain the problem, your role, and what you personally or collectively owned.
- Work that shows cultural fluency and premium restraint without imitation.

Especially valuable

- Brand systems that remain coherent across different media.
- Packaging, labeling, vendor, manufacturer, or production handoff experience.
- Editorial art direction, campaign systems, and thoughtful motion.
- Comfort working iteratively with a founder while protecting the integrity of the system.

Engagement

Freelance, contract, studio, fractional, and other appropriate structures may be considered. Applicants will be asked about availability and normal rate or project range. Compensation and scope will be defined before commissioned work begins.

Show the work. Explain the thinking.

The first round is designed to evaluate existing evidence fairly and consistently. We do not want custom concepts created for free.

Portfolio evidence

- A primary portfolio link.
- One digital project and one apparel project that best represent your fit.
- For each: the problem, your role, and the portion you owned.
- An optional additional project and, when enabled securely, an optional PDF.

Short responses

- How would you keep one brand coherent across a phone screen, garment, packaging, and cultural experience?
- What separates premium cultural design that feels authentic from work that feels performative?
- Why does The Conglomerate interest you, and what is likely to be the hardest design problem?

Working and rights context

- Availability, engagement preference, typical rate or project range, and production experience.
- Ability to document rights for fonts, imagery, assets, and third-party intellectual property.
- Accurate attribution of portfolio contributions and disclosure of relevant conflicts.

NO SPECULATIVE ROUND-ONE WORK

Do not create a logo, collection, mockup, or campaign for this application. If finalist uncertainty remains, any requested exercise will be bounded, identical in scope, and paid.

A focused process protects everyone.

Applications are accepted through one official form for a defined 14-day window. Exact opening, closing, and finalist-contact dates will be published on the live site.

The review path

- Submission and automated confirmation.
- Eligibility and portfolio review after the window closes.
- Comparative review of the strongest candidates.
- Approximately three finalist conversations of 30-45 minutes.
- A bounded paid exercise only if a final decision requires it.
- Selection, rights review, scope, and contract.

Communication

Because of expected volume, only finalists will receive individual outreach. The live site will state the date by which finalists will be contacted.

One official channel

Please do not send application materials by direct message, email, text, phone, or connection request. Attempts to bypass the stated process may disqualify an application. This rule is about fairness and focus, not distance.

Rights and respect

The Conglomerate distinguishes celebration, commentary, archive, and licensed commercial use. No applicant should submit confidential client material or work they do not have the right to show.

The first assignment is a foundation.

Final scope will be negotiated, but the initial engagement is expected to define a practical system and show how it survives real applications.

Expected foundation

- Identity architecture, marks, typography, and color.
- A basic but usable brand-guideline system.
- Ecommerce and responsive UI direction.
- A first-drop apparel language and production-ready applications.
- Social and campaign behavior.
- Packaging, labels, and physical touchpoints.
- Organized source files, rights records, and production handoff.

The decision question

Can this designer make one world that remains convincing on a phone, on a garment, inside a package, and within a cultural experience?

The strongest partner will bring more than visual polish. They will make the system clearer, more ownable, easier to execute, and more capable of carrying meaning over time.

Bring us the work that proves your range.

Read the live opportunity details, confirm the exact dates, and submit through the official application at the address below.

THECULTURECOMPOUNDS.COM

The application link and exact submission window will be published on the live site.

Bienvenue au Conglomérat.

This document provides interim recruitment direction. It is not the permanent brand identity or a promise of commissioned scope. Current dates, terms, privacy information, and application status on the live site control.