# Junior UX Designer

## - Product Management / Design

### About us

Intect is a growing SaaS company delivering modern payroll and employee management solutions across the Nordics. We help businesses simplify complex processes through intuitive, compliant, and highly configurable software.

As part of the ECIT Group, we operate independently within ECIT People - a strategic ecosystem of companies focused on people-centric solutions like HR, expenses, mileage tracking, and workforce management.

Our product is used by companies of all sizes in Denmark, Norway, Sweden, and Greenland. With a team of 30 professionals across product, design, development, payroll and customer success, we collaborate closely to create solutions that make a real difference for our users.

### Position

Intect is seeking a **Junior UX Designer** to join our growing product organization. In this role, you will support the design and user experience across our suite of people-centric software products, including payroll, time, expense management and other tools. You will collaborate with cross-functional teams to improve product usability, contribute to interface designs, and help ensuring a consistent, user-friendly experience across our platforms.

This is a hands-on role ideal for someone early in their design career who is eager to learn from experienced mentors, explore real-world product challenges, and grow their skills in a fast-moving, product-led environment.

We believe great UX is key to delivering value. As part of our design team, you will contribute to shaping seamless, impactful experiences that support businesses in their everyday operations. If you're passionate about turning complexity into clarity, Intect could be the right place for you.

### Key Responsibilities

- Work closely with customers, product management, the product development team and other cross functional internal teams to translate business needs into intuitive and effective UX/UI designs
- Create low- to mid-fidelity wireframes, clickable prototypes, and high-fidelity mockups using tools such as Figma
- Contribute to ongoing design system efforts to ensure consistent UI patterns and visual language across ECIT People products
- Conduct or support usability testing and user research, including preparing test scripts, gathering insights, and iterating based on feedback
- Participate in backlog grooming, sprint reviews, and other agile ceremonies to ensure design is well integrated into delivery processes
- Support the Product Designer in documenting design decisions, maintaining component libraries, and driving user-centered design practices
- Help maintain and enhance a shared knowledge base of user journeys, personas, and accessibility considerations
- Provide occasional design support for marketing-related visual materials in alignment with brand guidelines.

### Key Capabilities & Qualifications
#### Essential Skills:

- Foundational experience in UX/UI design (internships, freelance projects, or junior roles count)
- Proficiency in design tools (especially Figma) for wireframing, prototyping, and UI layout
- A genuine interest in exploring methods of supporting/using AI in daily work
- Basic understanding of user-centered design, interaction design principles, and accessibility best practices
- Ability to handle feedback, work iteratively, and manage multiple design tasks concurrently
- Strong communication skills with ability to clearly explain design rationale to non-designers
- Communicate and stand for design decisions by referencing insights derived from user

research.

**Desirable Skills:**

- Experience working in an agile product development environment
- Familiarity with design systems or component libraries
- Interest in B2B software and digital tools related to payroll, HR or finance
- Skills in basic user research methods (interviews, surveys, usability testing)
- Exposure to tools like Miro, Jira, Confluence, or similar collaboration platforms
- Additional knowledge in design tools like Adobe Photoshop, Illustrator or After Effects.

**What We Offer**

- A company with steady growth on the Scandinavian market
- A chance to work on products used daily by thousands of businesses across the Nordics
- Mentorship and growth opportunities from experienced product and design leaders
- Access to modern tools to accelerate your impact
- A collaborative and purpose-driven culture focused on creating value for real users
- Regular design feedback sessions to provide constructive input and share best practices in the design field
- Opportunity to rotate across different product areas
- Ability to be part of shaping a strong design culture and helping to establish practices and principles that will shape the way products are designed for years to come
- Friendly, multinational workplace with regular social events, Friday bars and team-building activities etc.

**Starting date**

Preferably 1 May.

**Application and contact**

Please send your application as soon as possible via the link below. If you have any questions about the position, please contact Ville Itämaa, Head of Product Management, at VItamaa@ecit.com. Please note that we do not accept applications via email.

We are looking forward to hearing from you!

For more information about the organization: https://www.ecit.com/