

FIND THE RIGHT DESIGN TALENT



STRONGER PRODUCTS BEGIN WITH THE RIGHT PEOPLE. WE HELP COMPANIES IDENTIFY AND CONNECT WITH DESIGN TALENT THAT CAN MAKE A REAL DIFFERENCE.

Our approach combines direct industry experience, an understanding of design disciplines and a personal view of how people think, work and collaborate.

HOW WE HELP COMPANIES ACHIEVE

◆ DEFINE THE REAL NEED

Understand the product, role, team, culture, expectations and challenges before searching for candidates.

◆ IDENTIFY RELEVANT TALENT

Find designers and specialists whose skills, experience and ambitions align with the opportunity

◆ LOOK BEYOND THE CV

Assess thinking, judgement, communication, collaboration and potential, not only job titles or years of experience

◆ STRENGTHEN DESIGN TEAMS

Support companies building, expanding or evolving their internal design capabilities.

◆ BRIDGE BETWEEN ROLE & PERSON

Translate business needs into a clearer profile and a more meaningful candidate selection

◆ LONG-TERM CONNECTIONS

Build relationships around opportunities where both the company and the individual can contribute and grow.

The objective is not simply to fill a position. We understand design from the inside. Our experience across product development and international design environments helps us recognise the difference between a candidate who looks suitable on paper and someone who can genuinely contribute to a team.



We find the right person for the product, the team and the moment

FROM BUSINESS TO RIGHT PERSON



WE HELP YOU FIND

◆ DESIGN LEADERSHIP

Design Directors, Heads of Design, Creative Leads and senior design leadership profiles.

◆ PRODUCT DESIGN

Industrial designers, transportation designers, mobility designers and product-focused specialists

◆ UX/UI/HMI DESIGN

Designers focused on user experience, interfaces, interaction and human-machine experiences.

◆ DIGITAL MODELLING / VISUALISATION

Experienced modellers, visualisers and specialists supporting the development and communication of ideas

◆ STRATEGIC & MULTIDISCIPLINARY

Design strategists, researchers, creative thinkers and professionals working across disciplines.

You take the opportunity. Pablo Díaz takes the responsibility

A FOCUSED AND HUMAN APPROACH TO IDENTIFYING TALENT, ASSESSING FIT AND CREATING MEANINGFUL PROFESSIONAL CONNECTIONS.

01 Understand

Clarify the business context, product, team structure, responsibilities, expectations and cultural environment.

02 Define

Establish the profile: essential skills, experience, mindset, seniority, leadership needs and development potential

03 Identify

Search through professional networks, industry relationships and direct knowledge of relevant design talent.

04 Assess

Review experience, portfolio, design thinking, communication, motivation and suitability for the specific opportunity.

05 Connect

Present relevant candidates with context and create a clear, respectful dialogue between both sides.

06 Support

Help maintain alignment and communication through the process, with transparency for company and candidate

FOR COMPANIES THAT NEED

- A specific design hire
- A stronger internal design team
- Senior experience for a new product or program
- A specialist profile for a defined technical or creative need

THE RIGHT SKILLS THE RIGHT PERSON



WHAT WE CONSIDER

◆ EXPERIENCE

Relevant projects, responsibilities, level of ownership and ability to operate in the required environment.

◆ DESIGN THINKING

How the candidate frames problems, develops ideas, makes decisions and explains their work.

◆ COLLABORATION

Communication, openness, reliability and the ability to work with different disciplines and personalities.

◆ MOTIVATION

What the person is looking for, what drives them and whether the opportunity supports their ambitions.

◆ POTENTIAL

Capacity to learn, grow, take responsibility and contribute beyond the immediate role.

WE FIND PEOPLE WHO CAN MOVE YOUR PRODUCT FORWARD

GOOD RECRUITMENT IS NOT ONLY ABOUT MATCHING A PROFILE TO A JOB DESCRIPTION. IT IS ABOUT UNDERSTANDING WHETHER A PERSON, A TEAM AND AN OPPORTUNITY CAN WORK WELL TOGETHER.

No upfront fee. DM-Eight is compensated only when the selected candidate joins your team and successfully completes the agreed probation period, subject to the terms of the recruitment agreement.

For Designers · We aim to present opportunities with honesty and context. A strong match should be meaningful for the individual, not only useful for the company.

We respect confidentiality, personal ambitions and the importance of making informed career decisions

WHY DM-EIGHT?

- Direct experience of design teams and product development
- Understanding of different design disciplines and professional levels
- Access to a trusted network of designers and specialists
- Personal, selective and context-driven approach
- Focus on long-term fit rather than short-term placement

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