

UX People Planning

2020/2021



People Overheads

Fixed costs by role

Each role needs access to a suite of tools to enable them to be proficient. These estimates are for a typical use case but there may be niche needs of certain people not accounted for here. Prices are for suggested tiers for 12 months and don't include taxes unless otherwise stated.

Full stack designer

Cost of 1st user

UI tool	Figma	\$25	A/B testing	VWO	\$2,388†
Research repository	EnjoyHQ	\$25	Session Replays	HotJar	\$1,376†
Conceptual mapping tool	Miro	\$16	Retrospective analytics	Impact Product	\$2,388†
Usability testing platform	Lookback	£1,188*†	Survey tool	SurveyMonkey	\$900†
ResearchOps	Calendly	\$96			

Total ~\$6,608

*100 sessions per year / unlimited seats

†fixed overhead



Design team shape

Design people to support discovery and delivery product teams. Excludes front-end engineering

Per product team

Discovery Lead UX designer

Delivery & Sales UI designer

Prototype Engineer

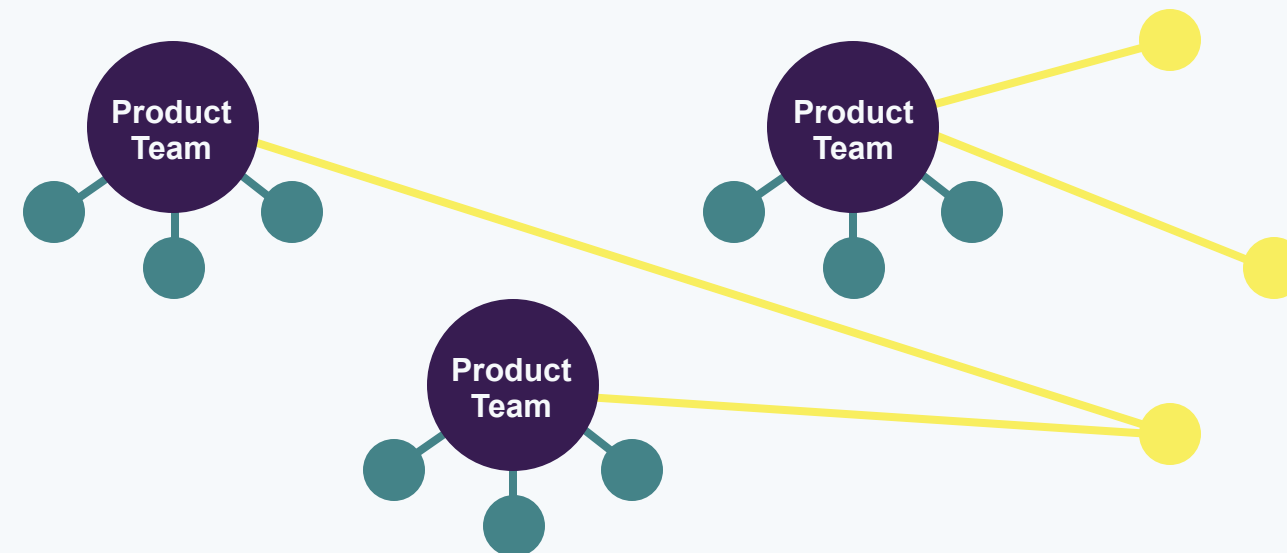
Cross team

UX Researcher

UX Writer

DesignOps/Head of UX

Data Analyst & Artist





People Backlog

A suggested backlog of activities to realise a design function.

Legend



Backlog



Issue



In progress



Complete

Item	Status	Note	Next steps
Job descriptions		Drafts complete	Sign-off drafts
Hiring schedule/budget/interviewing		Engage with HR	Engage with HR
Tooling setup		Get tooling sign-off	Get tooling sign-off
Onboard plan		Engage with HR	Engage with HR
Design Community of Practice		TBD	
Jigsaw ramp down / Tegra118 transition		Find out schedule to plan	Meeting to discuss 2021 outlook