Call for Illustrators

Collection of illustrations for stickers

Context

SALTO Participation and Information Resource Centre (SALTO PI) supports the implementation of the E+ and ESC programmes in relation to the participation priority. It does so by developing a wide range of tools and publications, available on the Participation Resource Pool, and by organising trainings and events for the stakeholders and beneficiaries of the two programmes as well as for the wider public. SALTO PI, hosted by the Estonian Education and Youth Board (HARNO), is one of the European Commission's SALTO Resource Centres supporting the horizontal priority in E+ and ESC.

The assignment

We are looking for an illustrator, artist or illustration-driven organisation to develop a collection of approximately 10- 15 original illustrations inspired by the teams and subject areas of SALTO PI and its overall work. The illustrations will eventually become a series of fun, engaging promotional materials (primarily stickers) that can be shared within our community.

We want the collection to meet the following criteria:

- be fun, creative and have a non-conformist approach;
- be usable in smaller or larger formats, including printing and/or monochrome variations
- represent our work in a way that the public can easily recognise and associate with
- be inclusive, accessible, non-discriminatory, etc. if it portrays individuals;
- be relevant in works related to democratic participation, EU values, civic engagement;
- be original pieces of work that have not been published or used anywhere else.

We are open to different illustration styles and do not have a fixed visual concept in mind. We want to give the selected artist plenty of creative freedom to interpret our themes and bring their own ideas, perspective and artistic identity to the project. The final designs selected, which will be subject to SALTO PI feedback after the assignment has been started, should reflect subjects such as participation, active citizenship, democracy, inclusion, access to information, critical thinking, community, cooperation and having a voice. These themes are intended as inspiration rather than a prescriptive list.

The design used in the application process will not necessarily translate into the final design and/or creative approach used throughout the assignment.

The selected illustrator will be asked to:

- Propose a creative direction for the collection;
- Produce approximately 10-15 original illustrations;
- Adapt the designs so they are suitable for production in both smaller and larger formats, including if they are entirely or partially used in monochrome;
- Participate in an initial briefing and at least 5 feedback rounds;
- The deadline for completion of the illustrations should be before 18th of December 2026, which includes all revisions requested by SALTO PI;
- Provide all the final illustrations, elements and designs in print-ready, digital, vector and editable formats.

The exact number, format and technical specifications of the designs will be agreed upon within the first two weeks after the assignment start with the selected illustrator before work begins.

The Illustrator(s) receives a **fee of EUR 1.500 for the full cycle**, covering all tasks and outputs set out in this call. Any taxation incurred throughout the engagement will be paid by the mentor. Payment is foreseen in **one instalment**: once all outputs have been delivered and accepted by SALTO PI. The corresponding amount is paid no later than 15 working days after the acceptance of the outputs.

The call is open to illustrators worldwide. SALTO PI encourages and welcomes applications from people of diverse and underrepresented backgrounds, including persons with disabilities or other special needs, and is committed to an inclusive and fair selection process, in which all applications are evaluated equally and exclusively against the published criteria, without discrimination on any grounds.

Credit, copyright and publication

Illustrators receive full credit as named authors of their work, published alongside SALTO PI, with retention of authorship and fair acknowledgement. The copyright of the outputs, however, passes to SALTO PI, which holds the rights of translation, publication and adaptation of the work so that it can be disseminated across Europe, with the standard publication operating under a Creative Commons Licence and Open Access.

How to apply

Applications are submitted via email to rebeccaeileen.carragher@harno.ee until the 8th of November 2026 with the subject line "Illustrator Call: Sticker Collection".

The application must consist of:

- Short CV or professional profile (maximum 2 pages);
- A portfolio or selected examples of your previous works (maximum 5 pages);
- A brief description of the creative direction you might want to explore for this assignment (max. 1 page);
- One existing or newly developed example showing the kind of illustration you might pursue for this assignment (max. 2 pages). This does not need to be a finished design; a simple sketch, rough concept or mood board is enough. We value your ideas and do not expect substantial unpaid creative work as part of the application process.

Evaluation and selection

Submitted applications will be evaluated by SALTO PI against three criteria, each individually assessed on a scale of 1 to 10 and then weighted, with 100 being the maximum total score:

- **CV** (10% of the total score), as presented in the answers and the CV. Experience in drawing and illustration, and experience with creating stickers, is a plus.
- **Portfolio** (50% of the total score), assessed on your past creativity, range, style and skill
- **Brief and Example illustration** (40% of the total score), assessed for the quality and clarity of the vision, direction and its alignment with SALTO PI sectors.

Total scores will be calculated by adding up the weighted scores of the three criteria. Where no suitable candidate is found for a sector, SALTO PI may reopen the call for that sector or approach candidates directly.

Evaluation and selection take place from 9th to 12th of November 2026, after which the selected candidate will be contacted on the 13th of Nov. Work is to start as soon as the candidate accepts the position. Due to the expected number of applications, only selected applicants and those placed on the reserve list will be

contacted; if you have not received an answer within two weeks of the deadline (by 22nd of November 2026), please consider your application unsuccessful.

AI Policy

No generative AI will be accepted in this call. Drawings and Illustrations must be made by the designer, artist, or illustrator or team, but not by generative AI. If there are suspicions of AI being used to generate the drawings, we will ask for proof of the drawings, sketch and process. We reserve the right to reject on this basis. This is a strict policy because we cannot produce or advertise generative AI products as an EU government institution. Thank you for understanding.