

# Virginia Norey

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[www.virginianorey.com](http://www.virginianorey.com)

*As Associate design director, I nurture and guide, helping to shape the direction of our work, while simultaneously building trust and long-lasting relationships with editors and authors.*

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*As designer, I showcase the words of our authors, taking the raw manuscript, envisioning how it could look, then styling it into the finished book design that is presented to the public.*

## Achievements & Highlights:

- \* Working collaboratively to achieve exemplary designs especially when under pressure with complex projects on extremely tight deadlines
- \* Personally managing many of our top best-selling authors—such as George R.R. Martin, Dean Koontz, Diana Gabaldon, Lee Child, Danielle Steel
- \* Mentoring and advising staff and freelancers
- \* Encouraging the exploration of multiple solutions to any design or publishing challenge
- \* Building rapport with peers and colleagues to foster a team approach to projects and acknowledging their contributions
- \* Proudly a multiple award winner at the New York Book Show

## Professional Experience:

**Random House / Penguin Random House 1998-present**

### **Associate Design Director / RHPG 2009-Present**

- \* After the merger of Bantam-Dell with Random House, helped facilitate a smooth transition by advising staff of various projects/authors and procedures that were unique to our group
- \* Continued to oversee the best-selling authors that were under my care, such as Dean Koontz, George R. R. Martin, Lee Child, Danielle Steel, Diana Gabaldon
- \* Acted as Mentor and Advisor, especially with the diversity of our mass-market list, outlining styles and standards for our major authors and genres

### **Associate Design Director / Bantam-Dell 2007-2009**

- \* Following my promotion to Associate Design Director, much of the day to day running of the department was under my purview
- \* Duties included assigning titles and approving samples, overseeing work flow, freelance schedules and billing, setting directives and alerting staff to any changes in procedures, liaison with editors and compositors, offering suggestions and solutions whenever problems arose

**Design Manager / Bantam-Dell 1999-2007**

- \* With this merger, co-lead the newly formed department
- \* Reviewed our standards and updated house styles, created detailed guidelines of all our imprints for staff and freelancers to ensure clear objectives, consistency of work and time efficiency, and helped set goals for our department
- \* Continued to encourage open communication between editors and designers, stepping in when necessary to assure the highest quality of work
- \* Assigned titles and approved samples, oversaw work flow to keep projects on schedule, interacting with production editors and managers, assessed and reviewed staff, conferred with composers

**Design Manager /Dell 1998-1999**

- \* Hired to bring a new look to the Dell group: Opened communication between editors and the designers, set strict standards and detailed tasks for designers to follow, hired, assessed and reviewed staff
- \* Encouraged a thoughtful approach to projects, in order to achieve the best design for each title
- \* Offered time-saving suggestions, improved upon our house style standards and set departmental goals
- \* Personally managed many of our top best-selling authors, such as Dean Koontz, Danielle Steel, Diana Gabaldon, Sting, and Luanne Rice

**Design Manager /Penguin Books 1997-1998**

- \* Updated the look of many Penguin Reference titles including *The Complete Pelican Shakespeare*
- \* Believing that this process takes team effort, worked cooperatively with Production to maintain schedules, encouraged communications with editors, upheld and promoted high design standards
- \* Learned to prioritize and keep within budgetary restraints

**In-House Freelance Artist 1986-1997 Viking-Penguin Inc. Art department (Adult Trade Interiors)**

- \* Duties included interior design for 4-color, 2-color and 1-color titles, art retouching, creation of promotional materials as well as occasional jackets and cigar wraps

**In-house Freelance 1984-1986 Viking-Penguin Inc. Art department (Jackets)**

- \* Duties included design and creation of book jackets, type spec, mechanicals, creation of stats, color mark-up, and preparation of comps for presentation

**Staff Artist 1979-1984 Lebhar-Friedman Inc.**

- \* Duties included magazine and trade newspaper design and layouts, paste-ups & mechanicals, selecting and cropping photos, photo retouching and the creation of black and white art for use in various trade publications

**Other Freelance 1986-Present Graphic Design/Illustrator & Cartographer**

- \* Enjoyed a great many Freelance projects including interior and jacket designs for adult and children's books, interior design, slip-case design, cover and spot illustrations, page ornaments and maps
- \* Signage for "The World of Bees" exhibit at Hudson Highlands Nature Museum, for the "World of Bees: Pollination, Conservation & Communication" exhibit at The New Canaan Nature Center, and for "The World of Bees, Community Pollination" joint exhibit with Precision Skateboarding, Turbine Flats, Lincoln, Nebraska
- \* Worked for many imprints such as: Abrams, Anchor Books, Atheneum, Andrews and McMeel, Avon Books, Bantam Books, Berkley Books, Bradbury Press, Delacorte Press, Nan A. Talese/Doubleday, Dutton, Farrar Strauss & Giroux, Flat Iron Books, Four Winds Press, Gotham Books, Harper Collins,

**Other Freelance** *continued*

Harper Voyager, Henry Holt & Co., Hill and Wang, Metropolitan Books, Macmillan Publishing Co., McElderry Press, The New York Times Books, The Overlook Press, Paragon House, Penguin Books, Pocket Books, Puffin Books, Simon & Schuster, Smithsonian Books, St. Martin's Press, Viking-Kestral, Pamela Dorman Books/Viking, Viking Studio Books, Walker Books, Wendy Lamb Books, and William Morrow

- \* Created hand-drawn or electronic maps for authors such as Lois Battle, Thomas Cahill, Caroline B. Couney, S. A. Chakraborty, Katherine Hall Page, Will Hobbs, Peter Hoeg, Laura Lane McNeil, Beverly Lowry, Penina Keen Spinka, Stephen King, Albert Marrin, Donna Jo Napoli, Katherine Pancol, Tamara Pierce, Petru Popescu, Al Santoli and Stanley Weintraub
- \* Original drawings appear in *The Little Women Treasury* and Jim Trelease's *The Read-Aloud Handbook*
- \* Original cut-paper illustrations appear on cover of *Spiritual Parenting* by David Carroll and in *The Song of Ice and Fire* series by George R.R. Martin

**Awards: The New York Book Show**

*The Complete Pelican Shakespeare*

*The World War II Memorial: A Grateful Nation Remembers*

*Letters from the Hive*

*Lyrics* by Sting

*Sara Snow's Fresh Living*

**Education:**

Parsons School of Design 1974-1978 Bachelors of Fine Arts

Kosciuszko Foundation Exchange Program/Summer 1975 Polish Folk-Arts—Kielce, Poland

**Other Experiences, Demonstrations & Lectures**

- \* Have visited numerous classrooms, libraries and Historical Societies to speak informatively about the book design process, cartography, Interior Book Design and careers in Publishing
- \* Made guest appearances demonstrating traditional folk-arts sponsored by the Historical Society of Rockland County, The Edward Hopper House (Nyack, NY), Dominican College (Sparkill, NY), The New City Library and Middlesex County College in New Jersey

*To view my portfolio, please visit [www.virginianorey.com](http://www.virginianorey.com)*

