



Pacific Safety Products Inc. is an established industry leader in the design, production, distribution and sale of wearable armor and other safety products serving the law enforcement and defence sector. We currently have an opportunity for the right individual to join our dynamic and talented team of employees as:

**Position: Product Designer (Apparel)**

**Location: Arnprior, ON**

**File No: PDG 12001**

**Summary:**

Reporting to the Director of Operations, the Product Designer will be responsible for taking product requirements and creating, refining and translating them into detailed functional specifications that support the overall product strategy.

The Designer will also work with clients, suppliers, partners and PSP team members to ensure functionality meets customer and market needs.

**Responsibilities:**

**Market Intelligence**

- Researches market trends, competitive offerings, industry standards and new technologies to ensure designs are informed and complete
- Maintains a thorough understanding of current materials and trends of specific materials within specific markets
- Translates vision and new trends on assigned product lines by developing a range of design offerings

**Innovation**

- Creates new innovative product concepts/designs to meet customer-driven concepts, product strategy and brand positioning
- Presents product concepts, samples and features to end-users, customers and PSP personnel as and when required

**Product Development**

- Participates on a cross-functional product development team on a project basis with internal and external stakeholders; conducts design reviews as delegated, refines and details based on user and functional requirements
- Acts as lead designer for specific product lines as assigned
- Assimilates product requirements based on inputs from a variety of sources including direct interaction with end-users and provides recommendations on specific raw materials utilized within products
- Creates and maintains detailed product designs and documentation to meet production-level functional specifications; this includes but not be limited to trim sheets, BOMs, tables of operations, product instructions, process flowcharts etc.
- Utilizes mock-up tools to prepare product prototypes
- Provides regular updates on projects, customer feedback, designs, sketches, fabrics and other issues
- Hands-on approach is an essential everyday duty to assist in solving problems and validate ideas
- Assists in the planning of project timelines and monitors and reports on activities



### **Quality Assurance**

- Works with Operations, Ballistics Specialist Engineer and Quality Assurance to ensure design feasibility
- Investigates and actions Non-Conformance and Corrective Action Reports as required and initiates Design Change Requests for product improvements and oversees implementation to ensure full compliance
- Maintains good house keeping skills

### **Bid Review Process**

- Assists in the bid review process by:
  - reviewing feasibility of design,
  - providing direction of product offering
  - creating samples, pattern and grading documentation for new designs
  - providing product costing information for BOM
  - creating tech pack/trim lists
  - validating customer drawing formats are met

### **Training Resource**

- Acts as a training resource for external and internal customers when required for designs, measuring techniques etc.

### **Education & Qualifications:**

- Degree in Fashion or Industrial design, drafting technology or equivalent
- 5 to 6 years designing experience, preferably in a design manufacturing environment
- Experience in apparel design, pattern making, sewing and grading software preferably Gerber and Tukacad
- Experience in military protective clothing a definite asset
- Good understanding of textiles and commercially available textile products
- Candidates must hold, or be eligible for secret security clearance

### **Skills:**

#### **1. Design:**

- Ability to generate creative solutions and present those ideas to internal and external stakeholders
- Creative and innovative thinker
- Demonstrated knowledge of leading edge customer service strategies
- Demonstrated advanced drawing and design expertise with attention to detail

#### **2. Communication and Interpersonal:**

- Excellent communication skills – verbal and written; speaks clearly and persuasively in positive or negative situations
- Ability to manage sometimes difficult or emotional customer situations; responding promptly, soliciting feedback to improve service and meet commitments
- Solid conflict resolution skills; maintains confidentiality, good listener gets clarification and is open minded
- Solid and proven group presentation skills

#### **3. Teamwork:**

- Demonstrated effective team leadership skills with the ability to work well in a team environment and provide support to other team members



**4. Planning/Organizing:**

- Ability to work unsupervised and work independently
- Proven ability to prioritize, manage high work volumes and design project management with multiple deadlines

**5. Other:**

- Analytical and problem solving skills
- Strong training and mentoring skills
- Must be able to be open to change and work within a fast moving environment

Pacific Safety Products offers a competitive compensation and benefits package.

To apply for this position, please forward a copy of your cover letter and resume to [hr@pacsafety.com](mailto:hr@pacsafety.com) **quoting the position title and file number.**

***Pacific Safety Products is an Equal Opportunity Employer and we also comply with the Customer Service Standard of the Accessibility for Ontarians Disability Act (2005)***

We thank all applicants for their interest, however only qualified applicants will be contacted.

***...we bring everyday heroes home safely.***