

JOB DESCRIPTION: INDUSTRIAL DESIGNER: Assistive Product Design

Are you a proven creator of world class physical product design? Are you curious by nature and enjoy a challenge? Interested in doing meaningful work that matters to many?

If this sounds like you, you might be destined to make your mark with us! We invite you to consider applying for our role of Industrial Designer for Assistive Product Design. This is a fast paced, mission critical position that impacts the creation of future products and processes of one of Canada's top companies in home health care product design and manufacture.

YOU ...

- Are a lifelong learner who is inspired by possibilities and potential.
- Love creating new things; from idea to physical product
- Have a long history of thinking "What if"
- Are a hands on designer who is comfortable working with shop tools
- Understand the value of mockups and iteration
- Enjoy working in a team environment
- Have often used your creativity to solve problems in a unique way
- Are ready to take the next big step in your career

A WEEK IN THE LIFE:

A) DESIGN INPUTS

- User / Stakeholder group interaction / presentation creation
- Competitive analysis & market research (with the ability to connect the dots!)
- Design brief creation / Customer needs refinement

B) DESIGN CREATIVE

- Concept exploration - sketchpad, digital CAD, other, etc.
- Visual mockups - cardboard, 3D printing, wood, etc.
- Participation in collaborative creative sessions

C) DESIGN DETAIL & ANALYSIS

- Materials & technology research
- Product costing & optimization
- Mechanical design and analysis / engineering liaison
- Analysis for manufacturability
- Product sourcing & sample verification

D) DESIGN ADMIN

- Preparation for and participation in daily design meetings for status updates
- Product management
- Project management
- ISO 13485 Design History Files (including Risk assessment, Design Review Meetings, etc.)
- Ongoing Liaison with suppliers
- Work with procurement / logistics team

E) DESIGN VERIFICATION

- Product testing support - arranging & designing load / cycle / usage testing
- Field testing & customer feedback review
- Review with engineering team

F) DESIGN TRANSFER TO PRODUCTION / PRODUCTION SUPPORT

- Design documentation - technical drawings for manufacturing, design intent drawings, inspections guides
- Resolution of Non-Conformance Reports (NCR) and Engineering Change Requests (ECR)
- ISO 13485 process and documentation maintenance

G) DESIGN GO TO MARKET SUPPORT

- Technical documentation - instructions, technical data sheets
- Graphic Design Support - creating / obtaining assets for website / retail packaging, including renderings, animations, photography, videography etc.

YOU ARE:

- a positive self-starter and have a 'get it done right' attitude.
- A rare combination of a creative yet systematic brain
- A hands on, customer centric designer
- A team player
- A determined person with "building and doing" in your DNA.
- Comfortable with fast iteration and frequent failure to arrive at remarkable output
- Solution oriented and enjoy solving problems.
- An exceptional observer and listener
- Able to look beyond the obvious and see solutions others can't
- Comfortable with a "radical candor" approach for a high functioning design team

YOU HAVE:

- A degree in Industrial Design (B.I.D.) from an accredited institution
- A personal design portfolio demonstrating exceptional creativity and lateral thinking
- A track record of continuous personal development and lifetime learning
- 5+ years in a high-performance design/manufacturing environment
- Deep experience with SolidWorks, and Adobe Creative Suite
- Strong artistic skills for design communication
- Ability to work with multiple priorities and team members
- Exceptional communication skills – both verbal and written
- Ability to thrive in, and enhance, a purpose driven, values aligned culture
- Ability to have strong empathy to end user needs

BONUS POINTS IF YOU HAVE THESE:

- An additional diploma / degree related to design or manufacturing
- Experience with design for older adults, accessibility, multi unit facility related products, consumer physical goods, universal design.
- Experience with international sourcing and logistics
- A track record of proactive business opportunity presentation
- ISO 13485 documentation / Lean Manufacturing operational experience
- Stress Analysis (FEA) experience
- Leadership experience
- Experience within a high functioning organizational culture
- Creative passion(s) such as visual arts, written word, music, or other
- Fixer passion(s) such as auto mechanics, home renovations, restorations
- A community service / volunteering history
- Machining / Welding / Woodworking experience

WORK ENVIRONMENT:

- Team Culture
- Can be physically demanding
- Must be able to lift, push, pull or carry objects up to 50 lbs
- May occasionally need to work in conditions of heat, humidity, dust, noise, and hazards associated with a machine shop
- Safety is paramount; use of PPE is mandatory for zones/tasks at risk

OUR PROMISE TO YOU:

- An opportunity to work and grow with one of our industry's top awarded, most innovative companies; one that is making a difference in millions of lives, with over 900+ Million safe standing transfers assisted to date
- A remarkable & intentional organizational culture focused on learning, growth, engagement and communication delivered through multiple touchpoints each week
- A comprehensive Employee Benefit Program including: Health, Dental, LTD, Life Insurance, and Employee Assistance Program (EAP)
- Frequent all hands events including personal development trainings, and social events such as "Coffee/Donut meet-your-coworkers", Team BBQ's, Pancake Breakfasts, Pizza Lunches, team based spirit activities, and music jam sessions
- One of the most serene lunch patio oasis spots in Ottawa with our own private waterfall
- Learning Allowance / Training Opportunities (several 1000's of hours delivered to date)
- Paid time off (Vacation, Personal Leave / HCP Days) total of 3 weeks to start
- Competitive Salary (\$60 - 75K+) depending on experience and demonstrated performance

ABOUT US:

OUR PURPOSE: “Every Space a Safer Place”: We are committed to being the best organization on planet earth at connecting passionate people, progressive ideas and effective product solutions to end the epidemic of preventable fall injuries & deaths in the living spaces of the world;

For over 28 years, HealthCraft has designed and manufactured award winning equipment that is inspired by the occupations of our three founders: a medical equipment retailer, an engineer, and an occupational therapist. This means our products are easy to use and install, adaptable, and highly conscious of how the human body moves. For more information about our products and how we help people continue to live independently in their homes, please visit www.healthcraftproducts.com

Our Core Values:

1. **New Day. New Ideas.** It takes effort and persistence to improve every day, and it can be done. We are here to support your success.
2. **Keep Giving. Keep Growing.** Take time every day to help someone out. It won't go unnoticed.
3. **Small Detail. Big Impact.** The smallest detail can make the biggest difference. No matter what you're working on, finish strong
4. **Say hello. And then some.** People deserve the same attention as their work. Check-in with your team. Show them you care. See the difference it makes.

INTERESTED?... NEXT STEPS:

This is a fast paced, mission critical position where the successful candidate will be expected to fit and thrive within our nurtured HealthCraft culture which we curate and protect. As such, the successful candidate should expect an in-depth interview process.

If you feel you might be a great fit for this key role, please do your research and feel free to submit your application through the form below referencing: **INDUSTRIAL DESIGNER:**

<https://docs.google.com/forms/d/e/1FAIpQLSeQalzAZS4CDmfv4o0lcDb00mkOswrKF3ddIk45rtG1eZf3A/viewform>