

**Job Title: Product Designer - Retail Department: Marketing**

**Grade Level: D FLSA Status: Exempt**

**Reports to: Director of Design**

**JOB DESCRIPTION:**

We’re looking for an enthusiastic Product Designer with a passion for home décor and enjoys working in a fast-paced environment. The ideal person for this role is creative, entrepreneurial, detail-oriented, adaptable, organized, passionate about design, a critical-thinker and collaborative. Experience with overseas manufacturing and developing product for U.S. mass market channels are a plus.

**Purpose and Objectives:**

1. Responsible for the design, development and introduction of new products that meet the needs of the Uniek business and our customers.
2. Responsible for understanding current and future design trends.

**Essential/Specific Duties and Tasks:**

1. Understanding of and accountability for developing and participating in the product development strategy and development plan for new product introductions, including product mix, POG merchandising, promotions, while hitting determined price points, retail margin, and trade profit, etc.
2. Working with Sales, Marketing, Sourcing and Product Management to provide all requested deliverables for all assigned projects.
3. Product design and development for the following categories that is trend right and meets the needs of both accounts and customers:

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| * Picture Frames | * Accent Furniture |
| * Mirrors | * Wall Organization |
| * Art | * Décor Accents |

1. Understand performance measures of new and existing products that include quality, account placement, sales forecasts vs. actual performance, standard cost vs. actual cost and targeted margins.
2. Interface directly with customers to present, communicate and demonstrate the design attributes and performance of Uniek products.
3. Support designs through relevant trend information.
4. Continually investigates new product ideas, design features and attributes to provide Uniek with product distinction and a competitive advantage.
5. Learn and effectively utilize the capabilities and strengths of our overseas manufacturers in new product designs that align with brand guardrails.
6. Work directly with the manufacturing staff, sourcing department and outside suppliers to continue to drive the use of new materials.
7. Collaborate with design and creative services teams on cross-account projects when demand requires.
8. Performs other duties as assigned.

**Held Accountable For:**

1. Designing, developing and launching approved new products per project plans and within established budget parameters while achieving margin requirements.
2. Creating and providing design specifications to overseas manufacturers.
3. Direct communication with overseas manufacturers during sampling process.
4. Learning and effectively utilizing the strengths and efficiencies of a wide range of product types and materials at our large network of manufacturers: plastics (PS, PP, Resin, Acrylic, Injection molding, extrusion), ceramics and stoneware, wood, mdf (veneer, paper wrap, cut and join, routering, molding), faux plants (plastic, fabric), canvas, woven goods, candles, accent furniture, mirrors, glass (blown and molded)
5. Reviewing design samples for quality, accuracy and improvements.
6. Maintaining a thorough understanding of current and future décor trends.
7. Personal management of deliverable details and timelines.
8. Execution of presentation materials within given timelines.
9. Works independently on the design of product lines with direction from customer team(s).
10. Communication to management of product / project status and next steps.

**Qualifications (including Education, Physical Demands, Working Conditions, Equipment Used, Other Required Skills):**

1. College degree in industrial design, product design or graphic design.
2. 2-3 years in a design role, preferably in product design and with home décor experience.
3. Experience with as many of the aforementioned materials and/or product types.
4. Experience with overseas communication, manufacturing and sourcing is ideal.
5. Experience with project management - ability to prioritize, manage and deliver multiple projects on time.
6. Strong critical thinking skills and an understanding of scale/3D form.
7. Strong creative process and conceptual aptitude.
8. Experience with Mass Market retail CPG design a plus.
9. Flexibility to adapt quickly to internal and external changes and desire to work in a fast-paced environment.
10. Excellent written and oral communication skills.

**Key Performance Indicators:**

1. On time, accurate and on cost completion of product design from concept to launch.
2. On time and effective communication both overseas and internal.
3. Innovation and creativity.

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### *LIMITATIONS AND DISCLAIMER*

The above job description is meant to describe the general nature and level of work being performed; it is not intended to be construed as an exhaustive list of all responsibilities, duties and skills required for the position.

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*DATE LAST MODIFIED: 12/15/2023*