

Senior Industrial Designer

Concept Development - Industrial Design

The matrix below sets out the competencies we assess for this role and the level expected at hire. We hire for trajectory: candidates strong on most rows with clear growth on the rest are encouraged to apply.

Competency - Expected level at hire

- Form development and concept sketching - Expert - leads design direction
- Surfacing CAD (Fusion/SolidWorks/Creo) - Expert
- CMF and design-intent documentation - Advanced
- Human factors and ergonomics studies - Advanced
- DFM: moulding, CNC, sheet metal - Advanced
- Client presentation and design storytelling - Advanced
- Mentoring designers - Working knowledge to Advanced

How we assess

Competencies are assessed across the technical conversation and team session using real project artefacts - yours and ours - rather than whiteboard puzzles. Reviewed annually with your lead as part of professional development.