



Industrial Designer

Who We Are

Harding Display Corp (HDC) is one of Canada's pre-eminent point-of-sale and in-store marketing solution providers. Located in Scarborough, Ontario, we are a family-owned company and have proudly been servicing clients in Canada and the U.S. since 1927 (that's over 95 years!).

Our customers – who include Coca Cola, Lindt, Keurig, and McDonalds to name a few – choose us because of our best-in-class customer-focused approach and innovative designs of temporary and permanent displays. More importantly, though, we are backed by a strong team of dedicated, diverse employees in all segments of our business including graphic and structural design, production, manufacturing, logistics, sales, accounting, and human resources.

Why Work With Us?

Our business continues to evolve and we are looking for top talent to join our team and fuel our continuous growth. At HDC, everyone knows you by name – you are never just a number! We offer competitive pay, vacation time, and benefits, and a fun, collaborative work environment. Are you ready to join our growing team and become a member of the Harding family? If so, read on!

We offer:

Competitive pay + bonus opportunity

Paid vacation and sick/personal days

Health and dental benefits

Family assistance program

Long-term disability

Insurance Programs

Fun, collaborative work environment with a group of seriously talented individuals!

Role Overview

The Industrial Designer designs and engineers retail displays out of metal, wood, and/or plastic materials to support the Company's permanent display business. They have a strong balance of technical engineering literacy and a keen eye for beautifully designed, well-built and well-executed displays.

Working closely with the Sales, Prototyping and Production teams, the Industrial Designer is responsible for ensuring design concepts and drawings have been developed to maximize quality and provide for effective and efficient manufacturing in order to maximize profitability. The Industrial Designer has a good understanding of manufacturing processes and costs surrounding primarily millwork, metal fabrication, vacuum forming and injection molding.

This role is located primarily onsite in our Scarborough location, with some flexibility.

A Closer Look At What You Will Do

- Design concepts and specifications for corrugate, permanent and semi-permanent displays (wood, metal and plastic) based on 3D rendered designs driven by customer deliverable requirements
- Specification development and ideation through SolidWorks
- Review design requests to ensure comprehension and completeness of information provided in order to execute on requested deliverables and achieve the deliverable objectives
- Provide concept renderings and related presentation layouts, which address the client request, expectations, specifications and highlight design features
- Prepare Bill of Materials to review with Prototype and Production teams
- Assist Prototype Technician with the assembly of prototype samples as required
- Assure all design files are matching the final prototype and the most current files are sent to the internal stakeholders that require them
- Manage and execute on multiple programs/projects while juggling multiple project deadlines
- Occasional off-site travel for project review, prototype or sample review and/or installations
- Works collaboratively and professionally with internal teams to execute on client deliverables
- Work timely and diligently with internal teams to comprehend and/or clarify customer or project requirements
- Keeps project teams up to date, as necessary, with respect to key project milestones, issues and/or challenges
- Effectively negotiates solutions surrounding project issues/challenges
- Communicate effectively and efficiently with internal teams
- Apply strategic and critical thinking to deliverable designs in order to achieve the overall project objectives, while maintaining alignment of customer and company objectives
- Obtain a complete and thorough understanding of the project scope at project hand off in order to effectively and efficiently execute the deliverables
- Hold the cross-functional team accountable to required timelines and works with the team to establish the impact, if any, on timelines when timeline deadlines are not met
- Identify and communicates in timely fashion, issues with estimated project times and/or execution time overages that will impact deliverable deadlines and/or compromise upcoming project deadlines
- Proactively monitors current and upcoming workload so as to invest the appropriate amount of time into deliverable and not compromise upcoming deliverables

- Proactively addresses and delivers solutions on project challenges in order to ensure On-Time In-Full delivery and maximize the effectiveness and efficiency
- Attend customer briefing and brainstorming sessions when the opportunity presents itself
- Provide complete CAD specifications for pricing, prototyping and production
- Apply strategic and critical thinking to project deliverable designs in order to optimize the financial and execution objectives of the company
- Controls project scope changes, to ensure project budgets are maintained and/ or elevates issues and concerns to internal teams when necessary
- Deliver projects On-time In-Full
- Other duties as assigned

What You Will Need to Succeed

- 3+ years in an active Industrial Designer role, specific to retail design and POP
- Post-secondary degree in Industrial Design, Design Engineering, or equivalent work experience/education
- Proficient in SolidWorks is a must (multi-body parts, sheet metal, weldments, GD&T)
- Knowledge of ArtiosCAD for corrugate design is an asset
- Knowledge of Adobe CC Suite (Photoshop and Illustrator) and Microsoft Office
- Intermediate understanding of materials and manufacturing processes (wood, plastic, metal and corrugate)
- Excellent organizational skills; able to multi-task in a fast-paced, deadline driven environment
- Excellent communication skills, both verbal and written
- Attention to detail
- Effective teamwork capabilities but also able to work autonomously
- Strong work ethic and positive team attitude
- Strong problem identification and problem resolution skills.
- CNC programming experience with MasterCAM an asset
- Experiences with ArtiosCAD is an asset
- Knowledge of 3D modelling/rendering software is an asset (3DS Max preferred)

If this sounds like you, please do not hesitate to apply. We look forward to reviewing your application!

We thank all applicants for their interest in employment with Harding Display, however, only those selected for an interview will be contacted.

At Harding Display, we want people to love their work and show respect and empathy to all. We are committed to building a diverse workforce representative of the communities we serve and encourage applications from all genders, races, religions, ages, and sexual orientations, as well as parents, veterans, people living with disabilities, and any other groups that could bring diverse perspectives to our business.

We are proud to be in compliance with the Accessibility for Ontarians with Disabilities Act (AODA), 2005 and the Integrated Accessibility Standards Regulation. Applicants with a disability may request accommodation at any stage of the recruitment process by contacting the Human Resources Department at Careers@hardingdisplay.com.