



## COMPANY & POSITION OVERVIEW: Kahtoola - Product Designer

### Company History and Overview

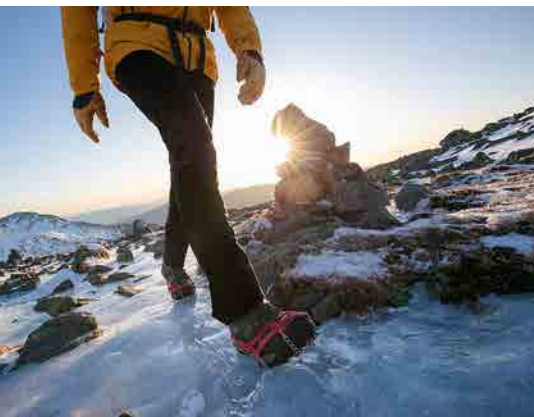
Kahtoola is an outdoor gear manufacturer based in the idyllic mountain town of Flagstaff, AZ. It all started in 1993 when company founder Danny Giovale experienced a life changing fall while descending from a climb in the Italian Dolomites, which sent him sliding down a steep gully in the dark. He was lucky to escape with only minor injuries, and that experience set him on a course to address a serious unmet need for reliable traction while using lightweight footwear for mountain travel. After years of imagining and prototyping solutions to this problem, Danny started Kahtoola in 1999 and launched the company's first product: the KTS Hiking Crampon.

Today, the company remains privately owned by Danny, and Kahtoola is the market leader in winter traction gear. We also build and sell other leading outdoor products and are positioned for strong growth in additional outdoor product categories. Kahtoola is a purpose-driven company that takes on social and environmental issues as an essential part of doing business, fosters strong community relationships, and inspires outdoor adventure. We love exceptional gear and getting outside, and work hard to take on business challenges together while enjoying a supportive, fun, and casual work environment.

### Position Overview

In this comprehensive role the candidate will participate in all aspects of product design and will support product development. The candidate will work alongside other Associates, especially collaborating with other design Associates, to ensure a cohesive and efficient product design and development process.

Product design involves understanding needs of product concepts from early in the design process, generating creative ideas, prototyping, testing, refining, and eventually transitioning to manufacturable items. This position understands the urgency of creating competitive products that add real value for outdoor adventurers, but requires the ability to approach this process in a way that can pivot at any time when new information is discovered, and values functional designs that really work for users over all else.



## The Ideal Candidate Will

- Be energized by growing our product line and working for a premium company dedicated to designing and manufacturing best-in-class, high-quality outdoor products.
- Be an independent thinker who can also productively work as part of a team.
- Possess a creative, detail-oriented, hands-on, and tenacious temperament.
- Have an entrepreneurial mindset, a relentless prototyping approach, and the ability to pull many pieces together and push projects forward.
- Thrive in complex problem solving and developing creative solutions to a variety of problems.
- Be able to constantly and productively contribute to and enjoy every stage of the design process.
- Receive and give constructive feedback that is productive and actionable.
- Demonstrate initiative, be conscientious, and provide complete follow-through on all areas of responsibility.

## Key Accountabilities

- Engage in all aspects of product design, including opportunity identification, goal definition, design, prototyping and testing, and preparation for development.
- Create iterative functional prototypes that can be tested in real outdoor conditions, evaluated, improved, and re-tested, in a process that repeats until successful elegant solutions are found.
- Involve key team members at critical milestones and ensure entire company commitment to exceptional outdoor products.
- Perform product design updates and improvements to existing products.
- Maintain brand consistency across product lines by paying careful attention to quality and functionality, focusing on the end user, and utilizing a consistent design language.
- Use market research, knowledge of the outdoor industry, targeted interviews, and personal experience to create well-informed suggestions and proposals for design initiatives.
- Perform basic engineering analysis and tasks, such as part geometry analysis, stress analysis, physical testing, etc.
- Support product development activities as needed, including vendor communications and cooperation.
- Travel to support Kahtoola's business needs.
- Foster development and a culture of creativity, collaboration, problem solving, and continuous learning alongside other design team members.
- As required, contribute to the pursuit of Intellectual Property rights, including working with Kahtoola's Patent Attorney(s) to draft claims for utility and design patents.
- Ensure new and existing products meet Kahtoola's commitment to sustainability by collaborating with other associates to develop product sustainability standards and exploring and implementing opportunities for improvement.

## **Required Candidate Qualifications**

- Bachelor's degree in Industrial Design or Mechanical Engineering, or equivalent experience.
- Minimum of 5 years of experience, with demonstrated skill and competency in a wide range of design functions including sketching, CAD modeling, continuous functional prototyping, problem solving, and design for manufacturing.
- Comprehensive understanding of technical hardgoods design process, construction, fabrication, and manufacturing processes and techniques, with a willingness and/or knowledge to apply this same thinking to softgoods design and development.
- Possess strong written and verbal communication skills to collaborate with team members and global partners.
- An analytical thinker with a demonstrated record of successful problem solving in product design.
- Personal passion and experience with outdoor pursuits.
- Ability to travel up to 15% of the time, both domestically and internationally.

## **Preferred Experience and Skills**

- Over 10 years of professional experience with design, development, and production processes from start to finish. Exceptionally experienced individuals are welcome to apply.
- Work experience directly related to outdoor products innovation and development is highly preferred.
- High productivity in design software and tools (CAD modeling, etc.).





## Company Culture

We are a diverse group of people who share a love for the outdoors. We strive to continually foster an environment where Associates work hard, trust and rely on one another, and have fun along the way. We pride ourselves on approaching each challenge with ingenuity, and find energy in doing things differently, allowing both our company and Associates to grow and thrive. As a small company, each Associate's voice makes a real difference and a noticeable impact. We find true camaraderie in working together, imagining our future, and building it as a team.

Our mission is to make the outdoors more accessible and rewarding by building exceptional products, and you'll find that building quality gear is a source of great pride for every Kahtoola Associate. We are our own customers, and in our free time you'll find us enjoying nature, being active, trying new things, and pushing ourselves to do more. We are energized by the positive potential of people and strive to grow positivity and well-being in society. We also believe that we have a responsibility to protect the Earth, and engage in sustainable business practices and the protection of beautiful and ecologically valuable places.

## Living in Flagstaff, AZ

Located at 7,000' above sea level in Northern Arizona, Flagstaff serves as an amazing city and hub for outdoor enthusiasts. Located in the largest contiguous ponderosa pine forest in the world, Flagstaff has highly varied terrain and changing weather throughout all four seasons, giving Flagstaff a reputation for excellent camping, backpacking, hiking, mountain biking, climbing, trail running, skiing, and snowboarding. The highest point in the state stands atop Mt. Humphreys at 12,633 feet, and with over 700 miles of trails in the greater Flagstaff area, there's lots to explore. In addition, the Grand Canyon is only an hour's drive away, making phenomenal weekend backpacking easily accessible, and Sedona is just 45 minutes south, allowing easy access to world-class mountain biking and trail running.

For day-to-day living, Flagstaff provides a laid back, vibrant, small-town culture with lots to love. With an active arts and cultural scene, Flagstaff hosts several annual music festivals, and free concerts and music are commonly held at Heritage Square in the summer months. Good food is not hard to find, with a diverse group of high-quality, locally-owned restaurants - not to mention 8 easily-accessible breweries.

## Benefits

**Salary:** \$70,000 to \$80,000 annually; dependent on experience.

We are proud to offer a suite of benefits that includes healthcare, Simple IRA with company match, regular PTO plus a flex PTO program, adventure benefit, paid parental leave, profit sharing, and more.



## RECRUITING CONTACT

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