



## Product Innovation Designer, Interior Products — External Job Posting

Fittes

### Come As You Are

Your gender, your gods, your love life, your skin, your abilities are what we celebrate at Fittes! We are progressive, open-minded and value diversity of thought as we know this is what pushes us to do things better than our competitors. If you are good at what you do and work hard, we welcome you to come as you are.

Don't meet every single requirement? Studies have shown that women and people of colour are less likely to apply to jobs unless they meet every single qualification. If you're excited about this role but your past experience doesn't align perfectly with every qualification in the job description, we encourage you to apply anyways! Tell us why you think you're the right person — you may be just the candidate we are looking for.

**Compensation Range: \$85,000+**

### About Fittes

At Fittes, we're on a mission to make the mundane exciting. We elevate unloved products with fresh design, bringing a new-school approach to an old-school industry. We're a dynamic, female-owned-and-led product design company in Toronto experiencing exciting growth. We're a team of disruptors driven by ambition, creativity, and accountability.

Collaboration, humility, and intentionality define our work environment, and our team's **Great Place to Work**® certification speaks for itself.

Curious about our work? We started with the first modular air register that customizes to any surface, but we're quickly expanding into new product categories. We're bootstrappers building something extraordinary and long-lasting, both for our team and customers. See more on our [Instagram](#) and [website](#)!

### The Opportunity

We're looking for a Product Innovation Designer to help shape the future of our product ecosystem at Fittes. You'll be at the forefront of discovering and developing the next generation of physical products that blend beauty, function, and market relevance.

You'll work closely with our Product Development Manager and Product Engineer to bring new ideas to life—from early conceiving and prototyping to SolidWorks modeling and internal pitches. Success in this role means staying deeply connected to the construction, interiors, and commercial design industries—constantly scanning for trends, talking to industry pros, and identifying whitespace opportunities before they hit the mainstream.



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This is a high-impact role for someone who thrives in ambiguity, is energized by real-world constraints, and loves turning abstract ideas into manufacturable, user-centered products. If you're curious, strategic, and ready to build what's next—we'd love to meet you.

### What you'll be doing:

#### Product Research & Industry Relationships [30%]

- + Look for new product opportunities
- + Network with professionals in the industry to gather feedback on developing, new, and existing products
- + Research product technologies to implement design concepts
- + Gather, organize and analyze market data to assist in the search for product opportunities, and product market fit

#### Product Concept Development [60%]

- + Lead and participate in brainstorming with product team
- + Iterate concept directions considering both the Fittes aesthetic, product function and manufacturability (3 Fs: Form, Function, Fabrication). Main focuses being on form and function
- + Lead the discovery of new product opportunities for Fittes products to be presented within pitch meetings
- + Conceptualize and present new product concepts to align with approved opportunities and the Fittes vision
- + Create product prototypes through simple craft methods
- + Operate 3D printer for prototyping products concepts
- + Creating detailed and accurate 3D models + drawings of products in Solidworks
- + Report on key metrics to help quantify innovation
- + Support in various product related projects

#### Product knowledge support [10%]

- + Support other departments with product knowledge related questions
- + Support Graphic designer with the creation of install guides
- + Coordinate with the Product Engineer to create specification sheets for all products
- + Assist in creation of marketing materials & sales collateral
- + Create detailed and accurate renders of products for use by other departments

### Tech Stack:

- + SolidWorks – Developing
- + Adobe Creative Suite – Advanced
- + Keyshot (or similar rendering tools) – Introductory
- + Google Suite – Expert
- + 3D Printing – Introductory
- + Microsoft Office Suite – Intermediate



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- + AI tools – Familiarity a plus

### **You're a good fit if you:**

- + Bring 5–10 years of hands-on industrial design experience leading the development of thoughtful, scalable products—blending usability, aesthetics, and manufacturability within the construction, interiors, or residential + commercial space.
- + Thrive in cross-functional settings—you're fluent in collaborating across design, engineering, marketing, and operations to drive products from concept to launch.
- + Are skilled at leading early-stage product discovery, synthesizing user insights and market research into clear, actionable requirements.
- + Think beyond the sketch—your design work is informed by a deep understanding of ergonomics, usability, and how people actually interact with physical products.
- + Navigate manufacturing constraints with ease, with hands-on experience designing for sheet metal, injection molding, and extrusions.
- + Communicate clearly and visually, whether you're sketching an idea, presenting to stakeholders, or guiding non-technical collaborators through complex concepts.
- + Balance creativity with precision—you're detail-oriented, organized, and always looking to push the craft forward while meeting business goals.
- + Bring a curious, resourceful mindset. You love learning new tools, iterating fast, and figuring out how to make things better—both the product and the process.

### **What's in it for you?**

We're not for everybody – and we like it that way. If mediocrity isn't your jam, here's what we can offer you in return for your hard work and discipline:

- + Joining an award-winning, fast-growing team driven by ambition
- + Pay-for-performance profit-sharing bonus structure
- + Super-immersive learning environment and the opportunity to develop your career with us, if you can keep up
- + Flexible and inclusive benefits including HSA
- + Employee Stock Option Plan
- + Hybrid work structure - we are committed to 3 days in office
- + Open concept, bright, dog-friendly office vibe (our furry friends can't wait to meet you!)
- + Strict "No email/slack on phones" policy and "No email/slack outside of office hours" policy – we value our personal time and are committed to protecting this for our team members.
- + Fully stocked kitchen with snacks and fresh fruit
- + **Great Place to Work® Certified**