

We are a young, dynamic Delft start-up, focused on providing protection without compromise through innovative body armour and impact protection products. Be it a martial artist fighting with heavy impact weapons or a hockey star on the field, a soldier serving in the military or an operator working heavy machinery on the factory floor, we are pioneering the protection technology to help these users effortlessly and safely carry out their tasks, and in style.

Currently we are working on bringing our first product, the ProGauntlet, a protective hand exoskeleton, to market. In the process, we are pushing the boundaries of not only impact protection technology in body armour, but also in smart-agile manufacturing in order to deliver high-quality customized products to users that 'fit like a glove'!

We are currently recruiting a:

Full-time Lead Design Engineer

for our Production & Process Engineering team.

As the Lead Design Engineer, you will be leading the production and process engineering team at CrossGuard. You will be responsible for all concurrent engineering activities during the Product Development process, like assessing product designs for manufacturability and ease of assembly, developing mould designs for parts produced in-house, as well as planning production and assembly processes. You will be working closely with product designers as well as external suppliers/clients to ensure that the product designs developed are possible to be produced efficiently, safely and cost effectively in line with product quality targets and cost targets.

As the lead of a production engineering team, you will act as the gatekeeper of all production engineering activities, progressing through requirements definition and concept development, systems modelling, detailed design, functional testing and validation and eventually a manufacturing bill of materials/processes ready for commercial operations. Ideally, you will have 2-3 years' experience working in a design engineering role handling engineering activity in a product development/process engineering setting in a medium/large enterprise. Experience handling a design team is a plus.

Primary Responsibilities

- Leading concurrent engineering activities for the development and commercialization of a range of body armour and protective equipment products.
- Work with Project Management to plan concurrent engineering activities for CrossGuard New Product Introduction (NPI) and External Production Consultancy projects.
- Act as the Production Engineering Stakeholder and Approver for Design Reviews, Gate Reviews and Technical changes
- Work with Manufacturing Operations team to ensure continuous improvement of mould designs and manufacturing processes.
- Manage tooling design & manufacturing process data and documentation (CAD/BOM) throughout product lifecycle through Design Release Process and Revision/Configuration Management.
- Assist product designers (both CrossGuard and external clients) with DFM/A (Design for Manufacturing/Assembly) guidelines to improve manufacturability/ ease-of-assembly.
- Development of technical roadmaps for improved manufacturing processes and faster to-market lead times for new products.

Daily and Monthly Duties

- Work with the Project Management team to plan and execute concurrent engineering activities within design sprints in line with the parent product development program.
- Effectively translate engineering activities into tasks for design engineers and manage integration for various systems/processes.
- Work with suppliers and external stakeholders to help develop parts and subassemblies for tooling systems/ production facilities.
- Plan for weekly project/design reviews and communicate design progress/issues effectively to interfacing functional teams.

Skills and Qualifications

- 2-3 years' experience in a product design/process engineering related environment.
- Bachelor's Degree or equivalent in Mechanical, Industrial or Production Engineering.
- Formal training/Demonstrated experience with CAD software (e.g. AutoCAD, Solidworks, OnShape, Pro/E).

- Motivated and driven to deliver high quality novel innovative products to meet challenging customer and product requirements.
- Ability to work under pressure, manage several tasks at once and work towards ambitious deadlines.
- Ability to lead, plan, delegate and ensure execution of projects and activities in the Engineering team, and work with cross-functional teams.
- A thorough methodical approach to design activities and exceptional attention to detail.
- Substantial analytical and technical problem-solving skills.

Preferred Qualifications

- Master's degree in Mechanical engineering/ Industrial Design/ Production Engineering.
- Experience/Knowledge of 3D Printing and Designing for 3D Printing.
- Prior experience in the design of injection moulded/cast components is a plus.
- Demonstrated experience with leading design teams.
- Experience with PDM/PLM systems is a plus
- Familiarity with Quality systems (TQM/WCQ, etc.) and Lean Six Sigma principles is preferred

Send your application, including CV and motivation letter to: recruitment@crossguard.eu.
For inquiries, you may contact: Youval Kuipers, +31 6 4868 9306.

Note: Only personal replies by candidates will be considered.