

DESIGNER L6

<p>Location: Victoria or Bracknell, with blended working</p>	<p>Profession: Product Design</p>
<p>Reports to: Category Design Lead</p>	
<p>People Management: No Assignment Management: Yes</p>	
<p>Job description (critical purpose) As a Designer (L6) in the Product Design Profession, you will be responsible for designing, developing and delivering original, relevant, customer-centric and distinct best in class own brand products, utilising customer insights, to inspire, excite and delight our customers & planned growth for categories.</p> <p>You will take a leading role in design projects, working independently, alongside or in collaboration with the wider Design and Trading community.</p> <p>As part of your role you will be mentoring within the wider design and category teams, sharing significant experience and knowledge supporting where needed.</p> <p>Through your Profession you will have the opportunity to develop and stretch personally and professionally to achieve your potential.</p> <p>You may need to deputise for your Category Design Lead when appropriate.</p> <p>The Partnership supports agile and flexible working practices, such as when, where and how we work. We have several different ways to work flexibly, including part-time, flexible or compressed hours, and job sharing. Head office areas also support a blended working approach.</p> <p>We celebrate diversity and inclusion in the John Lewis Partnership and we are committed to becoming the UK's most inclusive business, reflecting and connecting with the diverse communities that we serve.</p>	
<p>Primary Outcomes & Accountabilities</p> <p>Act in accordance with the Partnership's purpose and democratic principles, constructively participating in co-ownership, and demonstrating to customers and each other that it is a better way of doing business. Share your knowledge, experiences, ideas and opinion to improve the Partnership, speaking honestly and frequently.</p> <p>Invest in your personal and professional development to achieve your potential, by doing more, doing better, or doing different. Continuously engage with and actively contribute to your Profession</p> <p>Play a critical role in delivering product design that will be aligned to brand / sub brand guidelines and aligning with customer needs. Demonstrating significant experience and expertise while supporting the Design Team and studio in fulfilling key tasks across the season.</p> <p>Responsible for designing and developing seasonal ranges, delivering original, relevant, customer-centric and distinct best in class own brand products and delivering planned growth. Displaying a breadth of design handwriting to ensure our customer offer is truly unique.</p>	<p>Measures of success</p> <p>High sales of products designed in their area of expertise (% sell through rate at full price).</p> <p>Your remit will deliver agreed KPIs including sales, profit and customer metrics, shared across the CPG.</p> <p>Positive feedback from customers on products designed in their area (ratings and reviews).</p> <p>Positive brand perception across industry.</p> <p>Complying with deadlines set within the critical path, maintaining a high standard of quality.</p>

<p>Preparation and presentation of relevant and appropriate category trend research. Demonstrate a good level of research and analytical skills to keep abreast of key customer requirements, market trends/conditions and evolving product needs. Reviewing technological advancements and new ways to incorporate sustainability inline with partnership ES standards/goals.</p> <p>You will research thoroughly into your Category/Brands by setting out seasonal trend boards and colour palettes, have excellent illustration and cad skills, whilst being proficient in Adobe and other specialist design software.</p> <p>Ensure the sampling process is efficient. Produce precise design packs and fulfil seasonal design briefs with commercial and innovative solutions, supported by illustrating / briefing / sourcing key materials and details. Ensure accurate samples are produced. Maintain comprehensive records of design projects.</p> <p>Work autonomously and set a clear direction when working on additional project teams, agreeing key objectives and a process to achieve the outcome. Taking the lead where needed. Task management responsibilities can include projects, new category collections, developing sub brands.</p> <p>Work collaboratively with all levels of buying, merchandise and the technical team to co-create the briefs & deliver identified outcomes ensuring that these align with the brand guidelines.</p> <p>Align to our Own Brand's strategies with a strong focus on understanding our customer and their evolving needs with desire to ensure that we deliver appropriate and relevant products.</p> <p>Limits risk and protects intellectual property with clear records when briefing & archiving, giving style references to product/print where needed to help with traceability.</p> <p>EU and International travel may be required to develop products as appropriate.</p> <p>Mentor, develop and share skill knowledge across the design studio, enabling team members to learn and contribute in a practical way and have the opportunity to develop skills and knowledge. Act as a role model and contribute to ensure a cohesive and positive Design team through behavioural and work ethics.</p> <p>Demonstrating strategic thinking, working alongside the Category Design Lead to drive your category in line with business outcomes and with the voice of the customer at the heart of decision making.</p> <p>You may need to deputise for your Category Design Lead when appropriate.</p>	
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Skills	
Customer Centric Mindset	Puts every customer, both internal and external, at the heart of everything, and understands the Partnership ambition to offer differentiated service that is aligned to our Values. Understands that they are empowered to deliver incredible product for every type of customer with whom they interact.
Commerciality	Demonstrates an innate passion for and understanding of Retail. This includes knowledge of our competitors and the wider social, political and economic factors which impact our business. Understands the Partnership business model and our integrated objectives and uses this understanding to make well informed decisions that support key business objectives.

Relationship Building & Influencing	Building rapport and making a positive impression in order to collaborate and build lasting connections across the Partnership. Identifies who is impacted by or involved in your goals/objectives and therefore who is key to achieving the desired successful outcomes. Can anticipate potential challenges stakeholders may bring and puts plans in place to achieve collaboration. Able to express opinions in a friendly, polite and non-confrontational way in order to build strong team relationships/trust, able to handle constructive criticism and feedback.
Product Design & Innovation	Explores product and innovation possibilities with enthusiasm and passion. Acts on instinct to generate well formed ideas and understands how new concepts, theories and ideas fit in with future direction of the business objectives. Using technical knowledge and industry design systems to develop new product and ranges that keep us ahead of competitors with a forward thinking mindset.
Organisational strategy/Business Strategies	Thinks for the long term whilst making sense of the current climate. Cuts through any issues in order to reach the defined goal and ensures continued alignment to current business objectives. Puts these strategies in place for peers and team and in doing so, creates a culture where everyone contributes
Coaching	Uses a coaching style to support others to find their own answers and helps them to unlock their own potential through skilful questioning and active listening. Uses support and challenge in a balanced approach to support others in finding their own answers.

Qualifications & Experience
<p>Essential</p> <p>Experience in stakeholder management, excellent communication and presentation skills</p> <p>A proven commercial focus</p> <p>A track record of credible creative achievements</p> <p>A strong understanding of the JL&P brand and / or sub brands, their brand values and potential for product</p> <p>Desired</p> <p>BA degree in Design (product, furniture, textiles, surface pattern, decorative arts)</p> <p>Substantial experience within a retail product design studio</p> <p>Good external network across the design industry</p>

Version	Created/updated by	Date
1.0	Marisa Ahmet	14/12/20
2.0	Cat Design Leads	20/04/23

Partnership Level: L6

Manager's Partnership level: L5

Job Family Group:

Job Family:

Pay range/Compensation Grade Profile:

Vetting required? (Yes or No)

- Yes