



What can we develop together?

1. ABOUT CRUX

Crux are world-leaders in the design, simulation and analysis of medical devices and consumer products; working as a trusted partner to many medical companies and household brand names, our projects touch lives by delivering a vast array of products to global markets.

2. HEAD OF DESIGN

As Head of Design, your primary focus will be impacting our core design capability offering, centred around industrial design and design strategy, as well as ownership and evolution of the visual identity and digital presence of the business.

The role will have complete departmental accountability, with leadership responsibility for the design team. You will nurture growth and development and spearhead continual improvement of best-in-class design output.

You will have significant input into new business activities, working alongside the Business Development team to strategically support sales efforts with attendance of relevant conferences and events, selling the benefits of our design capabilities into new and existing accounts. You will support with the research and signposting of business development opportunities, tailoring and providing suitable material to support early conversations.

You will thrive in this role by embodying a proactive, action-oriented mindset, consistently surpassing expectations, and operating with a keen sense of vision and integrity. Your active involvement in project development and completion will be pivotal, with regular touchpoints and reporting to the directors. Additionally, you will offer expert guidance and support in the evolution and approval of design-related processes and maintain positive connections with internal and external stakeholders.

Success in this position hinges on your exceptional leadership and communication skills, the ability to influence, and a commitment to nurturing the talents of your growing team. Drawing from your experience, you will excel in addressing, steering and surmounting design challenges, all while keeping a watchful eye on international design trends and their appropriate application to Crux methods and projects.

Check out what the Design Team is all about – [Design at Crux](#)

3. PRINCIPAL RESPONSIBILITIES

- Build Crux Product Design's position in the ownership of user-centred industrial design and strategic thought leadership delivered with clarity and simplicity.
- Work closely with the Business Development team in promoting new business opportunities through nurturing client relationships and managing repeat business by strategically targeting partnerships with clients that allow Crux to be positioned as an industry leader for Design excellence.
- Assist with client liaison from attending briefings, project kick-offs and reviews.
- Champion a user-centric design approach with rapid testing and iteration.
- As a part of your role, there will be opportunities to remain close to design work and delivery with the expectation of leading by example.
- Lead the development, recruitment, and engagement of the design team, promoting creativity, adaptability and collaboration.
- Identify and champion industry-leading design standards, practices and systems to enhance our ability to serve existing and prospective clients, overseeing their successful integration into our operations to meet time, cost and quality goals.
- Collaborate closely with fellow members of the senior leadership team to formulate and drive design-focused strategies, translating insight into creative output in a compelling and meaningful way.
- Present design-related budgets and plans, aligning them with our clients' needs and the evolving business landscape.
- Articulate the unique value our design expertise brings to clients across various markets we serve, highlighting how design supports their success.
- Stay up to date with industry developments and share this knowledge with the design team, fostering a culture of learning and innovation.

4. WHAT WE'RE LOOKING FOR...

- **Strategic Vision:** You possess a forward-thinking mindset, consistently exceeding expectations and driving strategically aligned initiatives with integrity and purpose.
- **Client Engagement:** With a significant portion of responsibilities dedicated to business development, you excel in cultivating and maintaining client relationships, positioning Crux as a leader in design excellence.
- **Leadership Excellence:** Your exceptional leadership and communication skills empower you to guide and inspire your team towards achieving shared goals with agility and collaboration.
- **Design Expertise:** Drawing from your extensive experience, you excel in supporting your team to deliver at the highest level and keeping up to date with the latest 'value add' tools, techniques, and approaches.
- **Business Acumen:** You have a proven track record of translating client needs into commercially viable proposals, with a focus on delivering high-quality, compelling pitches that win projects.
- **Business Development:** Demonstrated success in driving new business opportunities and strategically targeting partnerships to expand Crux's presence in both new and established sectors.
- **Team Development:** Proven experience in recruiting, engaging, and developing high-performing designers.
- **Industry Knowledge:** Adept at staying updated with industry developments and trends, you actively share your knowledge with the team, promoting a culture of continuous learning and innovation.

5. WHY YOU'LL LOVE WORKING HERE

We're a dynamic and fast-growing design & engineering consultancy that takes pride in its outstanding work and supportive work environment.

As a member of our team, you'll collaborate with a diverse group of skilled professionals who excel in their respective fields. Our strong community is built upon effective communication and happy employees, collaboration in project work and regular social events are the norm.

Check out what an opportunity at Crux offers you: [Life at Crux](#)



Interested? Email your CV and covering letter to careers@cruxproductdesign.com and add 'Head of Design' as the email subject.

For our privacy notice please see the following link: [Crux Privacy Policy](#)