



We're looking for a **Senior QC/QA Compliance Specialist** with minimum 3 years' experience in children's products to join our team in our Toronto office.

Reporting to the Product Development Manager, as QC/QA Compliance Specialist, you will be responsible for the compliance of the company's products, specifically children's Softline goods. You will be the main point of contact for all compliance issues, testing QA and QC issues. You will be in charge of creating and maintain testing protocols, as well as maintain the company's database for all compliance, testing and QA/QC information.

You will also be responsible for coordinating production schedules, and facilitating communications between manufacturing partners and sales, operations departments. You will also be required to keep all testing requirements up to date, and ensure all testing, audits and inspections from factories are carried out in a timely manner to maintain company's production timelines and deliveries.

What you'll be doing

Product Testing and Compliance:

- Research and interpretation of regulations pertaining to all markets where Pehr product is offered for sale including, but not limited to, the US, Canada, and Europe.
- Set up and implement test protocols and provide regulatory input on projects and new business initiatives, ensuring compliance guidance is understood by all team members involved.
- Communicate/consult with team and factories on material/chemical compliance and reporting issues, making recommendations when necessary to address concerns.
- Provide expert knowledge and ongoing support to other associated departments on labelling requirements, CPSIA regulations, customer inquiries, wholesale client requests.
- Review and analyze test reports and maintain test report/compliance database.
- Liaise with other support departments (Product development, Fulfillment, Operations and Logistics) to establish and maintain effective procedures to improve and achieve targeted service level for all product categories.
- Establish supplier base compliance and ensure all audits and inspections are up-to-date and valid. Collating and analyzing performance charts, audits and data against defined parameters to ensure suppliers meet commercial, ethical, and quality requirements.
- Review factory production in-line inspections and audit reports before shipments are released.
- Manage and control departmental expenditures within agreed budgets for testing and establish methods to lower testing costs.
- Collaborate with Director of Product Development and Design to define and clarify quality and safety requirements and control plans.

QC/QA and safety:

- Oversee product quality feedback from customers
- Implement, maintain and improve the QC/QA system, method and procedure.
- Monitor, analyze and report on quality management. Report gaps and propose corrective actions.
- Review product for potential compliance concerns, consult with designers, product developers, merchants, and factories on product safety concerns in design and sampling stages.
- Create and provide training for cross-functional partners on quality, safety and testing topics.



Fulfillment/Operations:

- Manage and collect existing and new Vendor Compliance requirements and ensure Pehr and Exclusive programs meet these standards.
- Develop and maintain packing standards with all suppliers.
- Develop approval process for production goods prior to shipping from suppliers.

Qualifications/Experience/Skills

- Bachelor's degree with focus in apparel, engineering, or other industry related field.
- Minimum 3 years experience in QC/QA, compliance and consumer product testing and analysis in a broad range of categories; apparel and/or children's products experience is a must.
- Experience creating processes and procedures, and collaborating with vendors, testing laboratories and third party sourcing agents.
- High level of knowledge in Children's Softline goods in areas of product performance, quality assurance, regulatory compliance, product testing techniques and processes.
- Deep understanding of today's key global compliance requirements, children's product regulations, and safety compliance issues.
- Experience implementing and addressing regulatory requirements in a supplier quality or new product development environment.
- Must have working knowledge of standard test methodology – AATCC, ASTM, ISO etc...
- Must have working knowledge and ability to provide guidance on global regulatory programs such as: CPSC – CPSIA, FHSA, FFA, ASTM F963 Toy regulations, Health Canada – CCPSA, EU Consumer Safety Directives / REACH, California Prop 65 and other state regulations such as Washington Childrens Safe Product Act., CPC and GCC creation and issuance.
- Highly organized; able to manage several competing request and prioritize accordingly.
- Strong leadership skills with the ability to build strong cross-functional relationships
- Organizing, planning, time management and problem-solving skills.
- Able to manage complex scientific information.
- Superior written and verbal communication skills with both internal and external parties.
- Willing to travel domestically and internationally (US, India etc...)
- Technically strong in product engineering & quality standards.
- Proven ability to work in a fast-paced environment, meet deadlines and adapt to change.
- Experience in apparel testing, working with outside labs, such as CTL, Intertek, and BV, for domestic and international testing.
- Knowledge of garment construction, textiles, fabrics, and technical packs.
- Understanding of printing and packing in a production setting.
- Familiar with pantone colors regarding screen printing and having an attention to detail.
- Passionate about delivering great product and value to our customers.
- Computer skills required: Excel, Word, Outlook Email. Reporting metrics and database experience preferred. Good statistical and numerical ability.



About Us

Pehr is an internationally recognized Lifestyle Brand.

Our Team is based in Toronto and leads all design, development and marketing of the collections. Meticulous attention to detail, brand consistency and clarity are intricately woven throughout our daily actions. All Pehr products are carefully and ethically manufactured in India. The brand is currently sold in over 1,000 retailers worldwide and through our own and E-commerce website, pehrdesigns.com.

Our culture thrives on passion and rewards hard work and loyalty. We look for articulate, innovative and bright people who are able to wear many hats, have an entrepreneurial spirit and are eager to learn.