



Textile Product Developer

Textile Product Development - FT

Who we are:

Saalt empowers people to care for their periods in a healthy and sustainable way. We do this by creating high-performance products and stigma-breaking branding that engage customers and communities, pioneering the way to bring sustainable, clean period care to the mainstream consumer. Saalt invests in women and communities across the globe through period care donations, and by funding scholarships and life skills training to change generations.

As a certified B Corp, we strive to be the change we seek in the world, conduct business knowing that people and planet matter and aspire to use business as a force for good to benefit all. We create modern reusable period care without the toxins, the chemicals, and the wrappers you throw away every month. We commit to do more with less, make deliberate choices about our bodies, and believe everyone should know what their cervix is.

Our growing team based in beautiful Boise, Idaho. www.saaltco.com

The Challenge:

Saalt is looking for a Full-Time Textile Product Developer to oversee existing projects and bring to market create life-altering new products in our category. Saalt is a leader in reusable period care working on building a full suite of products that provide reusable and sustainable solutions to managing the menstrual cycle.

The ideal candidate must be self-motivated and bring vision and experience to quickly build out new product lines, organize the supply chain and manage new product launches, literally, from concept to market! We've developed a reputation for making the best reusable period care on the planet, and the ideal candidate would be a driving force in the future direction of the company.

The position offers tremendous opportunity for creative direction, technical design and professional growth. Specific experience in technical fabrics and/or intimate apparel will be beneficial. The ideal candidate is obsessed with processes and organization, a serial problem solver, and a Rockstar communicator.

If you enjoy working in a fast-paced environment and enjoy problem-solving and creating meaningful physical products that can change people's lives, this job is for you. Saalt supports a healthy work/life balance. Great benefits including health dental, vision, hearing, life.

What you'll do:

- Conduct trend and customer research and identify product opportunities and key characteristics for new products.
- Manage Product Development from idea to final product launch.

- Build costing projections and develop margin accretive products.
- Meet or exceed launch deadlines while maintaining or costing targets.
- Work directly with factories to source fabrics and trims.
- Work with manufacturers to develop high performance fabrics to meet design specifications.
- Collaborate with pattern makers for new design development.
- Build Tech Packs and work with factories for costing.
- Evaluate samples for construction/ workmanship/ grading/ and manage corrections.
- Make recommendations to improve products while keeping pricing and timing in mind.
- Responsible for managing and tracking product review edits/changes, pricing, attribute, checklist and legal requirements for product review meetings.
- Responsible for communicating key product information with overseas and domestic suppliers relaying design comments, approvals, MOQ negotiation, samples and release timelines.
- Run live fittings, reviewing size run requested for fit accuracy, grading relevance and product performance feedback.
- Work to resolve potential manufacturing/costing issues prior to development of style to ensure quality execution in bulk.
- Accountable for helping come up with process improvements, scaling the business and seeking opportunities to positively affect the brand.
- Responsible for quality assurance of all product samples and final retail product to include tracking of product wash and wear testing. Share issues or defects as a result of the quality checks.
- Communicate with factories and vendors and work with supply chain manager to maintain strong relationships with suppliers and improve efficiency, decrease COGS and speed up manufacturing turn times.
- Plan and carry out focus group testing, and collect and analyze feedback.
- Occasional travel required

What you'll need to succeed:

Technical:

- Office Applications
- Slack
- Data analysis tools
- Presentation tools
- Direct yarn and fabric testing, design, development and optimization (AATCC experience a plus)

Experience and Competencies:

- Bachelor's degree in Textile Management, Product Development and Design preferred
- 4+ years experience in the apparel industry, technical fabrics/activewear/intimates
- Proven success in the product development field
- Knows how to translate trends through the lens of the customer and brand filter
- Strong aesthetic, great sense of design and color
- Extensive knowledge of apparel construction, yarn properties, knitting and material construction and properties, pattern making, grading, cut & sew, and costing
- Knowledge of performance fabrics, activewear fabrics, intimates fabrics and trims
- Technical expertise and communication skills to manage relationships with suppliers including: yarn makers, knitting mills, cut and sew and fabric finishing facilities
- Fit experience on live fit model

- Clear communication of fit comment and fit correction
- PLM + Adobe suite (Illustrator, Photoshop, In Design) super user, Microsoft Office (Excel, Word and PowerPoint)
- Experience in overseas development and communication
- Deadline driven
- Problem Solving
- Innovation Management
- Proven Examples of Decision Quality
- Functional/Technical Skills
- Intellectual Horsepower
- Strong and timely communicator, written and verbal
- Embraces Change
- Drive for results

At Saalt, we immerse our team in an exceptional work environment with opportunities to learn and grow. You will be surrounded by colleagues who are committed to ensuring your success. If you're looking to make an impact on the world, Saalt is the place for you.