

Job Posting: Product Developer

Tulmar designs, manufactures, and distributes engineered protective textiles and survivability solutions for the Aerospace, Defence, and Public Security industries. Operating from a modern 60,000 sq. ft. facility, we combine advanced manufacturing with in-house testing and certification.

We are looking for a **Product Developer** to join a close-knit, technical team. This is a hands-on role responsible for taking products from concept through validation and into production, ensuring they meet safety, performance, and regulatory requirements.

Reporting to the VP of Engineering & Design, you will own product development across testing, validation, risk, and project execution, working closely with Product Designers and Manufacturing Specialists. Tulmar designs, manufactures and distributes engineered protective textiles, survivability and safety solutions for the Aerospace, Defence and Public Security industries.

Duties & responsibilities:

- Lead technical development of products from concept to launch, ensuring alignment with customer, regulatory, and business requirements
- Define product requirements, performance criteria, and validation plans; translate them into clear design and testing specifications
- Plan, execute, and document prototype and production validation testing; analyze results and drive improvements
- Monitor and optimize product performance (durability, usability, reliability) using test data and field feedback
- Manage third-party certifications and ensure compliance with AS9100, ISO9001, ASTM, and military standards
- Collaborate with Product Designers to develop manufacturable, compliant designs and support iterations
- Identify and mitigate product and process risks; maintain risk registers and implement corrective actions
- Own technical documentation (test reports, specifications, TDPs, inspection forms) ensuring traceability and compliance
- Lead product development projects, managing timelines, scope, and cross-functional coordination
- Support manufacturing integration through shop floor feedback, part setup, and production optimization

What you need to succeed:

- Degree or diploma in Mechanical Engineering, Industrial Engineering, Product Design, Textile Technology, or related field
- 3–5+ years of experience in product development, engineering, or technical project management (soft goods / textiles preferred)
- Strong understanding of product testing, validation, safety, and risk management
- Experience with CAD/3D tools (SolidWorks, AutoCAD, Rhino, SolidEdge, etc.)
- Familiarity with AS9100, ISO9001, ASTM, or similar regulatory standards

- Ability to translate concepts into validated, manufacturable products
- Strong problem-solving, analytical, and communication skills
- Comfortable managing multiple priorities in a hands-on environment
- Must be eligible under the Controlled Goods Program and ITAR (Canadian citizen or permanent resident), and able to travel as required.
- **Assets:** experience with inflatables, protective equipment, military/aviation products, prototyping, patternmaking, ERP/QMS systems (Macola, Synergy), bilingualism (EN/FR)

Pay: CA\$50,000.00– CA\$80,000.00 per year