TULMAR

Job Posting: Product Developer

Tulmar designs, manufactures and distributes engineered protective textiles, survivability and safety solutions for the Aerospace, Defence and Public Security industries.

Headquartered in Hawkesbury, Ontario, Tulmar operates a modern 60,000 square foot facility with equipment ranging from computerized cutting tables, stitching machines R.F. (radio frequency) welding and heat-sealing equipment to highly sophisticated testing and certification equipment including cold temperature test chambers, inertia reel testing equipment and computerized measurement and test equipment for quality inspection.

We are currently looking for a **Product Developer** to join a dynamic & close-knit team! This posting is for an existing vacancy.

Under the guidance of the VP of Engineering & Design, the Product Developer is responsible for the technical development, testing, validation, and continuous improvement of textile protective solutions and training products such as inflatable life preservers, military vehicle tarpaulins, nets, bags, covers, inflatable shelters, and evacuation slides.

This role carries authority over Product Safety, Performance, Design, Testing & Validation, Risk, and Project Management, ensuring products meet regulatory standards, performance criteria, and customer expectations. The Product Developer collaborates closely with Product Designers and Manufacturing Specialists to create validated, compliant, and technically sound products.

Duties & responsibilities:

- Lead technical development of assigned products from concept to launch, ensuring alignment with business objectives, regulatory standards, and customer specifications.
- Define, gather, and document product requirements, performance criteria, and project deliverables; translate them into design, testing, and validation specifications.
- Define, monitor, and optimize product performance criteria, including durability, usability, and functional reliability; analyze performance data and field feedback to recommend improvements in collaboration with Product Designers.
- Plan, execute, and document prototype and production validation tests; develop test plans, protocols, and acceptance criteria; prepare reports highlighting non-conformances and corrective actions; coordinate with Product Designers and Manufacturing Specialists to ensure sample validation aligns with design and production requirements.
- Manage third-party certification processes and ensure compliance with AS9100, ISO9001, ASTM, and Military Specifications.
- Collaborate with Product Designers to translate concepts into functional, manufacturable designs; contribute to engineering drawings, CAD models, and technical specifications; approve design modifications affecting safety, performance, or compliance; support sample validation and design iterations.
- Identify, assess, and mitigate risks associated with products, materials, and processes; maintain risk registers and implement corrective and preventive actions to minimize failures or safety incidents.

- Maintain detailed project and product documentation, including Product Test Forms, Specific Inspection Forms, Product Manuals, Product Specifications, and Technical Data Packages (TDP); ensure traceability, regulatory compliance, and effective technical communication.
- Lead product development projects, managing scope, timelines, budgets, resources, and cross-functional teams, ensuring timely delivery of validated products meeting safety, performance, and compliance requirements.
- Support manufacturing integration by participating in tender reviews, part setup, shop floor feedback, and production optimization; collaborate with teams to address challenges.
- Work closely with Product Designers on product design, performance, sample validation, engineering drawings, quality clause assignment, and creation of Manufacturing Technical Data Packages (TDP).

What you need to succeed:

- Diploma or degree in Mechanical Engineering, Industrial Engineering, Product Design, Textile Technology, or a related technical field.
- 3–5+ years of experience in technical product development, engineering, or project management, preferably in textiles, inflatables, protective equipment, or soft-goods manufacturing.
- Strong technical understanding of product safety, performance, testing, validation, and risk management.
- Proficiency with CAD/3D modeling tools (SolidWorks, AutoCAD, Rhino, SolidEdge, or similar).
- Knowledge of regulatory and industry standards: AS9100, ISO9001, ASTM, ASME, CARs, Military Specifications.
- Experience in project management and cross-functional coordination.
- Strong analytical, problem-solving, and technical communication skills.
- Ability to translate design and engineering concepts into validated, manufacturable, and compliant products.
- Experience with military, aviation, or emergency-response products.
- Knowledge of lifesaving or evacuation training equipment.
- Prototyping, patternmaking, or textile simulation experience.
- Familiarity with ERP and QMS systems, including Macola and Synergy.
- Bilingual (English/French) is an asset.
- Ability to work and progress multiple priorities at the same time.
- Ability to travel as required by the position.
- Valid driver's license and passport.
- Due to Controlled Goods Program and ITAR compliance requirements, candidates must be Canadian citizens or permanent residents eligible under ITAR regulations.

Pay: CA$57,000.00– CA$80,000.00 per year