

PLASTIC LOOP GAMBIA

Advancing Plastic Waste Management Through Circular Economy Approaches

STAFF RECRUITMENT ADVERTISEMENT

(Recruitment in anticipation of donor approval)

Product Design Lead

Location: Project Sites

Employment Type: Full-Time Contract

Duration: 12 months, renewable depending on performance and project funding availability

Remuneration: Competitive, commensurate with qualifications and experience

Reports To: Local Project Lead / Project Manager

ABOUT THE PROJECT

Hustle for Humanity Gambia (HFH-G) and Ayara Foundation Switzerland are pleased to announce the anticipated recruitment of qualified and motivated Gambian professionals for Plastic Loop Gambia, a project entitled “Advancing Plastic Waste Management Through Circular Economy Approaches”. The initiative turns plastic waste into useful products, creates jobs and raises local economic value through collection, recycling, manufacturing and community engagement in the Greater Banjul Area. It supports the government's ongoing commitment to environmental sustainability and public health, and will operate as the country's second organised plastic waste collection point, strengthen stakeholder awareness of sustainable waste management, and generate livelihood opportunities for vulnerable groups.

This initiative is currently pending final approval and funding from our donors. Recruitment will proceed only upon formal approval and disbursement of funds. Only shortlisted candidates will be contacted for an interview.

JOB PURPOSE

The Product Design Lead will spearhead the design and development of products made from recycled plastics, ensuring functionality, aesthetics, sustainability and manufacturability. The role involves close collaboration with engineering, production, marketing and sustainability teams to deliver innovative designs aligned with circular economy goals.

KEY RESPONSIBILITIES

- Lead the end-to-end product design process, including concept development, prototyping, testing and launch of products made from recycled plastics.
- Develop innovative, sustainable design solutions that reduce environmental impact and support circular economy principles.
- Collaborate with cross-functional teams (R&D, production, quality, supply chain, marketing) to ensure designs are feasible, cost-effective and meet market needs.
- Stay current on materials, manufacturing techniques and emerging design trends related to plastic recycling and sustainability.
- Integrate lifecycle thinking and sustainability criteria into product design decisions.
- Manage and mentor a team of designers and coordinate external design consultants if needed.
- Oversee prototype development, iterative testing and refinement processes.
- Ensure product designs comply with relevant standards, regulations and safety requirements.
- Prepare detailed design documentation, including CAD models, drawings, specifications and technical reports.
- Facilitate user-centred design by incorporating stakeholder and end-user feedback.
- Lead workshops and brainstorming sessions to foster creativity and innovation within the team.
- Track design project timelines, resources and budgets to ensure timely delivery.

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- Advocate for circular economy principles in the design process and across the wider team.

Product Design Leadership

- Lead the overall product design vision, strategy and execution.
- Translate customer needs, business goals and market requirements into effective product concepts.
- Establish design objectives, priorities, standards and success criteria.
- Guide the design team through research, ideation, concept development, prototyping and refinement.
- Ensure products deliver strong functionality, usability, quality, appearance and commercial value.
- Provide direction and make design decisions throughout the product development lifecycle.

Concept Development and Innovation

- Lead brainstorming, ideation, sketching and concept-generation activities.
- Develop and evaluate multiple design concepts against user, technical, cost and business requirements.
- Encourage innovative, practical and sustainable design solutions.
- Conduct market, competitor, user and trend research to inform product direction.
- Create concept presentations, design narratives, mock-ups, storyboards and early prototypes.
- Communicate the design vision clearly to stakeholders and decision-makers.

User-Centred Design

- Represent the customer and end-user throughout the design process.
- Define user needs, use cases, workflows and product requirements.
- Plan and support user research, usability testing, interviews and feedback sessions.
- Convert user insights into clear design requirements and actionable improvements.
- Ensure products are intuitive, accessible, ergonomic and fit for purpose.
- Validate designs through testing and user feedback before final approval.

Technical and Product Development

- Lead the development of detailed designs, specifications, CAD models, drawings and prototypes.
- Work closely with engineering teams to confirm technical feasibility and performance.
- Ensure designs meet requirements for materials, manufacturing, assembly, durability, serviceability and cost.
- Review product architecture, component selection, interfaces and design integration.
- Support design-for-manufacture, design-for-assembly and design-for-maintenance activities.
- Resolve design issues and coordinate design changes through development and production.

Prototyping and Validation

- Direct the development of prototypes, mock-ups, samples and proof-of-concept models.
- Select appropriate prototyping methods, materials and suppliers.
- Plan and review prototype testing and design validation activities.
- Use test results, engineering analysis and user feedback to refine the design.
- Identify risks, limitations and unresolved issues before product release.
- Support pilot builds, first-article production and product launch readiness.

Cross-Functional Collaboration

- Collaborate with engineering, manufacturing, quality, procurement, marketing, sales, operations and customer-support teams.
- Align design decisions with product strategy, technical requirements, manufacturing capability and commercial objectives.
- Work with suppliers and external design or manufacturing partners as required.
- Facilitate design reviews and ensure key stakeholders are involved at the appropriate stages.

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- Resolve conflicts between appearance, performance, cost, schedule and manufacturability.
- Communicate project status, risks, decisions and recommendations to management.

Project and Resource Management

- Plan design activities, milestones, deliverables, dependencies and review points.
- Estimate design resources, budgets, equipment, materials and external support requirements.
- Track progress against project timelines and identify potential delays.
- Work across multiple projects and manage competing requirements.
- Support risk management and develop mitigation plans.
- Ensure design deliverables are completed on time and to the required standard.

Design Quality and Governance

- Establish and maintain product design standards, processes and best practices.
- Review and approve design outputs, drawings, models, prototypes and presentations.
- Ensure designs are consistent with brand, regulatory, safety, quality and technical requirements.
- Maintain design documentation, specifications, decision records and revision history.
- Support design reviews, stage-gate approvals and formal change-control processes.
- Ensure lessons learned are captured and applied to future projects.

Team Leadership and Development

- Lead, mentor, coach and develop product designers and junior team members.
- Allocate work according to skills, workload and project priorities.
- Provide constructive feedback and support professional development.
- Promote collaboration, accountability, creativity and continuous improvement.
- Set expectations for design quality, communication, documentation and delivery.
- Recruit or support the selection of design resources where required.

Cost, Sustainability and Compliance

- Balance design quality and customer value with product cost and commercial targets.
- Support value engineering and cost-reduction initiatives without compromising essential performance.
- Promote sustainable materials, efficient manufacturing, repairability, recyclability and reduced environmental impact.

The duties outlined above represent the primary functions of the role but are not exhaustive. The position may require additional responsibilities and special projects as assigned by management.

QUALIFICATIONS AND EXPERIENCE

- Master's degree in Industrial Design, Product Design, Mechanical Engineering, Sustainable Design or a related field.
- Minimum 5 to 8 years of experience in product design, preferably with exposure to recycled materials, plastics or sustainable product development.
- Strong portfolio demonstrating expertise in innovative product design, especially using recycled or sustainable materials.
- Proficiency in CAD software (e.g. SolidWorks, AutoCAD, Rhino), prototyping tools and design visualisation software.
- Knowledge of plastic materials, recycling processes and circular economy concepts.
- Experience managing and leading design teams.

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- Understanding of manufacturing processes, especially those related to plastics (injection moulding, extrusion, 3D printing, etc.).
- Strong problem-solving skills, creativity and attention to detail.
- Excellent communication, collaboration and leadership abilities.
- Familiarity with sustainability certifications and environmental standards is a plus.

COMPETENCIES

- Creativity and innovation.
- Leadership and team management.
- Technical and material knowledge.
- Lifecycle and sustainability mindset.
- Effective communication and stakeholder engagement.
- Project management.

WORKING CONDITIONS

- Office-based position with occasional travel to project sites and partner locations.
- Standard working hours (8 am – 5 pm) with possible extended hours during peak project periods or audits, including weekends and public holidays.

HOW TO APPLY

Interested candidates are invited to visit the website <https://www.plasticcircles.com> to submit their updated CVs and cover letters detailing their suitability for the anticipated positions to plasticloopgambia@gmail.com on or before 15th November 2026.

Hustle for Humanity Gambia is carrying out this recruitment as the local implementation lead, in partnership with Ayara Foundation Switzerland as the international programme lead.

Hustle for Humanity Gambia and Ayara Foundation Switzerland are equal opportunity employers that value diversity. Women and candidates from underrepresented groups are strongly encouraged to apply.