

PLASTIC LOOP GAMBIA

Advancing Plastic Waste Management Through Circular Economy Approaches

STAFF RECRUITMENT ADVERTISEMENT

(Recruitment in anticipation of donor approval)

Industrial / Product Designer

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 interview.

ROLE OVERVIEW

We are seeking a creative and environmentally conscious Industrial / Product Designer to join our team. The ideal candidate will drive the design and development of products that align with circular economy principles, utilising recycled plastics and designing for end-of-life reuse or recycling. You will collaborate closely with engineers, sustainability experts and stakeholders to bring innovative, functional and eco-friendly products to market.

KEY RESPONSIBILITIES

- Design, develop and prototype plastic products that reduce waste and support circularity.
- Integrate principles of sustainable design, material efficiency and recyclability into product development.
- Collaborate with cross-functional teams including R&D, manufacturing, sustainability and marketing.
- Research materials, especially recycled and bio-based plastics, and advise on best use cases.
- Create detailed CAD models, technical drawings and specifications suitable for prototyping and production.
- Test and iterate designs based on performance, user feedback and environmental impact assessments.
- Ensure designs comply with relevant environmental and safety standards.
- Stay updated on trends in sustainable product design, plastic recycling technologies and circular economy practices.
- Support packaging design and optimisation to reduce plastic waste.

User and Market Research

- Research customer needs, user behaviour, market trends and competitor products.
- Identify product opportunities and areas for improvement.
- Define user requirements, use cases and design objectives.
- Participate in interviews, observations, surveys, usability studies and product testing.

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- Translate research findings into practical design requirements.

Concept Development

- Generate creative product concepts through sketching, brainstorming, mood boards and visual exploration.
- Develop alternative design solutions based on user, technical, commercial and brand requirements.
- Prepare concept presentations, renderings, storyboards and design proposals.
- Evaluate concepts for usability, appearance, functionality, cost and feasibility.
- Present concepts to internal teams, clients and other stakeholders.

Industrial and Product Design

- Develop product form, shape, proportions, layout, ergonomics, materials and finishes.
- Create hand sketches, digital drawings, 3D models, CAD designs and product renderings.
- Design products that are intuitive, comfortable, safe, durable and visually appealing.
- Ensure designs are consistent with brand guidelines and product strategy.
- Consider product interactions, controls, interfaces, packaging and the overall user experience where applicable.

CAD and Technical Documentation

- Create accurate 2D drawings, 3D CAD models, assemblies and detailed design documentation.
- Prepare specifications for dimensions, materials, finishes, tolerances and components.
- Develop exploded views, assembly instructions and production-ready documentation.
- Maintain accurate files, revisions, part numbers and design records.
- Update designs based on testing, engineering changes and manufacturing feedback.

Prototyping and Testing

- Build or coordinate prototypes, mock-ups, models and samples.
- Use appropriate prototyping methods such as 3D printing, foam modelling, CNC machining or rapid manufacturing.
- Evaluate prototypes for form, function, ergonomics, usability, fit and appearance.
- Conduct user testing and design validation.
- Record findings and refine designs based on feedback and test results.

Collaboration with Other Teams

- Work closely with product managers, engineers, manufacturers, suppliers, marketers and quality teams.
- Collaborate with engineering to ensure designs are technically feasible.
- Work with manufacturing teams to ensure designs are suitable for production and assembly.
- Coordinate with suppliers regarding materials, processes, finishes and components.
- Communicate design decisions, requirements, risks and changes clearly.

Design for Manufacturing and Cost

- Apply design-for-manufacture and design-for-assembly principles.
- Select suitable materials, components, finishes and manufacturing processes.
- Consider tooling, assembly, tolerances, packaging, transportation, maintenance and serviceability.
- Support cost estimation, value engineering and design optimisation.
- Resolve manufacturing issues and incorporate production feedback into the design.

Quality, Safety and Compliance

- Ensure products meet relevant quality, safety, regulatory, accessibility and performance requirements.
- Consider ergonomics, reliability, durability and risk reduction during design development.
- Support testing, inspection, certification and compliance activities.

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- Identify design weaknesses and recommend corrective actions.
- Maintain consistency and quality across product versions and components.

Project Support

- Manage assigned design tasks, deliverables and deadlines.
- Participate in design reviews, project meetings and stage-gate processes.
- Provide accurate estimates for design work, prototyping, materials and resources.
- Track design changes, issues and outstanding actions.
- Support pilot production, product launch and post-launch improvements.

Continuous Improvement

- Identify opportunities to improve existing products, processes and design methods.
- Monitor customer feedback, product performance and market response.
- Apply lessons learned to future designs.
- Keep up to date with new materials, technologies, software, manufacturing processes and design trends.
- Promote sustainable, inclusive and responsible product design practices.

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.

TYPICAL DELIVERABLES

- User and market research findings.
- Design briefs and requirements.
- Assist in developing design guidelines and documentation for sustainable product practices.

KEY SKILLS AND COMPETENCIES

- Industrial design and product development.
- Sketching and visual communication.
- 2D and 3D CAD modelling.
- Rendering and presentation development.
- Prototyping and model-making.
- Materials and manufacturing knowledge.
- User-centred and ergonomic design.
- Problem-solving and creativity.
- Communication and teamwork.
- Design-for-manufacturing awareness.
- Project and time management.
- Attention to detail.
- Knowledge of sustainability, safety and regulatory requirements.

QUALIFICATIONS

- Bachelor's or Master's degree in Industrial Design, Product Design, Environmental Design or a related field; preference given to candidates with a Master's degree and relevant experience in product design, preferably with plastics or sustainable materials.
- Strong proficiency in CAD software (e.g. SolidWorks, Rhino, Fusion 360).
- Understanding of circular economy principles and sustainable design methodologies.

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- Knowledge of plastic materials, manufacturing processes (injection moulding, extrusion, etc.) and recycling technologies.
- Creative thinker with strong problem-solving skills and attention to detail.
- Excellent communication and teamwork abilities.
- Passion for sustainability and environmental responsibility.

PREFERRED

- Experience working on projects focused on plastic waste reduction, recycling or circular economy, with a minimum of 3 to 5 years of experience.
- Familiarity with lifecycle assessment (LCA) tools.
- Portfolio demonstrating sustainable product design work.

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.

WHAT WE OFFER

- Opportunity to make a tangible environmental impact.
- Collaborative, mission-driven work environment.
- Professional development and growth.
- Competitive salary and benefits.

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.