



JOB DESCRIPTION

JOB TITLE: Industrial Packaging Designer

DEPARTMENT: Phoenix Packaging

REPORTS TO: VP of Sales

FLSA STATUS: Exempt

SUMMARY: The Industrial Packaging Engineer is responsible for the design, development, testing, and optimization of packaging systems used to protect industrial products during handling, storage, and transportation. This role ensures packaging solutions meet performance, cost, sustainability, safety, and regulatory requirements while supporting manufacturing, logistics, and customer needs.

DUTIES AND RESPONSIBILITIES:

- Design and engineer industrial packaging solutions including corrugated, foam, crates, containers, sustainable packaging and reusable packaging systems
- Develop packaging specifications based on product requirements, shipping methods, and environmental conditions
- Analyze packaging performance and implement continuous improvements to reduce damage, cost, and waste
- Collaborate with manufacturing, supply chain, quality, and sales teams to support new product launches and customer requirements
- Evaluate and qualify packaging materials, suppliers, and vendors
- Ensure compliance with domestic and international packaging, shipping, and safety regulations
- Support sustainability initiatives, including material reduction, recyclability, and reusable packaging programs
- Create and maintain packaging drawings, BOMs, standards, and documentation Provide technical support for packaging-related issues in production, warehousing, and distribution

QUALIFICATIONS:

- Bachelor's degree in Packaging Engineering, Mechanical Engineering, Industrial Engineering, or a related field
- 3–7 years of experience in industrial or protective packaging design
- (experience level may vary based on role)
- Strong knowledge of packaging materials such as corrugate, wood, plastics, foams, and metals
- Experience with packaging test standards (ISTA, ASTM, ISO, etc.)
- Proficiency with CAD software (AutoCAD, SolidWorks, Artios CAD, or similar)
- Strong analytical, problem-solving, and project management skills
- Excellent communication and cross-functional collaboration abilities



COMPETENCIES:

- **Diversity** - Demonstrates knowledge of EEO policy; Shows respect and sensitivity for cultural differences; Educates others on the value of diversity; Promotes a harassment-free environment; Builds a diverse workforce.
- **Ethics** - Treats people with respect; Keeps commitments; Inspires the trust of others; Works with integrity and ethically; Upholds organizational values.
- **Analytical** - Synthesizes complex or diverse information; Collects and researches data; Uses intuition and experience to complement data; Designs work flows and procedures.
- **Business Acumen** - Understands business implications of decisions; Displays orientation to profitability; Demonstrates knowledge of market and competition; Aligns work with strategic goals.
- **Customer Service** - Manages difficult or emotional customer situations; Responds promptly to customer needs; Solicits customer feedback to improve service; Responds to requests for service and assistance; Meets commitments.
- **Dependability** - Follows instructions, responds to management direction; Takes responsibility for own actions; Keeps commitments; Commits to long hours of work when necessary to reach goals; Completes tasks on time or notifies appropriate person with an alternate plan.
- **Design** - Generates creative solutions; Translates concepts and information into images; Uses feedback to modify designs; Applies design principles; Demonstrates attention to detail.
- **Innovation** - Displays original thinking and creativity; Meets challenges with resourcefulness; Generates suggestions for improving work; Develops innovative approaches and ideas; Presents ideas and information in a manner that gets others' attention.
- **Motivation** - Sets and achieves challenging goals; Demonstrates persistence and overcomes obstacles; Measures self against standard of excellence; Takes calculated risks to accomplish goals.
- **Project Management** - Develops project plans; Coordinates projects; Communicates changes and progress; Completes projects on time and budget; Manages project team activities.
- **Strategic Thinking** - Develops strategies to achieve organizational goals; Understands organization's strengths & weaknesses; Analyzes market and competition; Identifies external threats and opportunities; Adapts strategy to changing conditions.

PHYSICAL DEMANDS AND WORK ENVIRONMENT:

- Ability to work in manufacturing, warehouse, and lab environments
- Occasional travel to suppliers, customers, or test facilities
- Ability to lift and inspect packaged products as needed

The Company provides equal employment opportunities to all employees and applicants for employment and prohibits discrimination and harassment of any type without regard to race, color, religion, age, sex, national origin, disability status, genetics, protected veteran status, sexual orientation, gender identity or expression, or any other characteristic protected by federal, state or local laws. This policy applies to all terms and conditions of employment,



including recruiting, hiring, placement, promotion, termination, layoff, recall, transfer, leaves of absence, compensation and training.

The above job description is intended to describe the general content of and requirements for the performance of this job. It is not to be construed as an exhaustive statement of duties, responsibilities or physical requirements. Nothing in this job description restricts management's right to assign or reassign duties and responsibilities to this job at any time with or without notice. Reasonable accommodation may be made to enable individuals with disabilities to perform the essential functions.