



Packaging Designer Job Description

Type: Full-time, Permanent

Location: Onsite - Brampton, ON

Status: Replacement

Schedule: Monday – Friday (8 hour workday)

Salary: \$50,000-\$60,000 annually

Start Date: ASAP

Mission of the Role (What you'll be doing):

The Packaging Designer ensures that solutions have been designed to meet customer requirements. Proper thought process needs to be followed to develop solutions. Assisting Sales team in a timely manner with professionalism would be important for the success of this role. This is a replacement role.

Key Duties & Accountabilities (Primary responsibilities & quantifiable measurement):

- Provide quotes to the Sales team.
- Provide BOM listing for a designed solution.
- Generate assembly instructions.
- Support the Sales team by designing packaging solutions to be manufactured on-site in various materials.
- Understand the conceptual drawing or samples and create solutions using AutoCAD 2025 and Solid Works
- Provide end to end process of scoping, designing and sampling solutions.
- Cut the samples on a digital cutter (ZUND).
- Other required tasks include ISTA testing, NCR process, quality, and inventory count.

Qualifications (*What you'll need to be successful*):

- Prior quoting experience is valuable.
- Creative thinker with an enthusiastic "team-player" attitude.
- Excellent interpersonal and communication skills
- Strict attention to detail.
- Working knowledge of materials and processes used in package development, evaluation, and manufacturing.
- Experience in developing 2D package die-lines using current CAD software.
- Familiar with the operation of ZUND or Kongsberg cutting tables is a benefit.



- Working knowledge of Adobe Photoshop / Illustrator is a plus.
- Able to communicate effectively with internal and external stakeholders.
- Knowledge of ISTA testing is beneficial.
- Flexibility in changing priorities and responsibilities to support business needs.
- Hands-on participation and a strong sense of ownership.
- The candidate should be able to work under minimum supervision.

Competencies:

Mathematical Reasoning:

- This position requires good math skills to figure out the number of pieces from a sheet and the number of pieces per bag or SKID.
- To calculate multiple options for yield qty.
- Having a good math understanding is paramount for the success of this position.

Problem Solving:

- This position requires thinking about solutions.
- Solutions may be found from similar projects or need to figure out on the fly and come to a solution that is not previously explored.

Think and Act like an owner:

- Thinks and cares about the organization like an owner.
- Commits to and upholds organizational values and core behaviours even under challenging circumstances.
- Demonstrates a strong sense of responsibility and dedication to the success of the organization.
- Takes appropriate risks, holds self and others accountable for measurable, high-quality, timely, and cost-effective results and openly raises a challenge even if others don't.

Drive for Results:

- Achieves results within established timelines.
- Understands and demonstrates that intentions, activities, and results are not the same.
- Pursues everything with energy, drive, and a need to finish; does not give up before finishing, even in the face of resistance or setbacks; consistently challenges self and others for results.

Customer Focus



- Personally, demonstrates that external and internal customers are highly prioritized. Identifies customer needs and expectations and responds to them in a timely and effective manner.
- Anticipates and prevents delays or other things that can adversely affect the customer. Keeps customers informed about the status of pending actions and audits customer satisfaction with products or services.

Decision Quality:

- Gathers enough information to allow a pragmatic assessment of risks and benefits of alternative approaches in any decision.
- Stays focus on objectives, considers the short-term and longer-term impact of decisions, and keeps goals in mind.
- Communicate the impact and implications of decisions.
- Completes the appropriate due diligence required to make a quick, accurate decision.

Leadership:

- The expectation of leadership is not reserved solely for those in positions of authority but for all employees.
- Demonstrate high integrity and motivated by wanting to make a real difference to people by delivering a high-quality service for their customers and the organization.
- In positions of authority, they invest in developing the right people, identify and develop future leaders, and coach and provide candid feedback to others.
- Visible and model behaviours, competencies, and values expected and inspired others to undertake challenging tasks and projects.

Teamwork:

- Effective team player who adds complementary skills and contributes valuable ideas, opinions, and feedback.
- Communicates openly, candidly, and can be counted upon to fulfill any commitments to others on the team.
- Ensures the right stakeholders are informed and involved where necessary. Is ready to "roll up their sleeves" as required.

Work Conditions

- Physical ability to lift up to 30lbs
- Overtime as required
- Hazards associated with the trade

Perks and Benefits

- Competitive Pay
- Bonus program



- Paid time off (including vacation and statutory holidays)
- Employee-appreciation events
- Employer paid benefits that consists of medical, dental, and vision care (eye examinations) coverage, life insurance, pay-direct drug plan, travel assist, semi-private hospital, health care spending account, and critical illness coverage.
- Employee Assistance Program (EAP)
- Employee Discount Program

SupplyOne Core Values (*Behaviors and values that are essential to be successful in our environment*):

- **People First** - Fosters culture that prioritizes trust and respect, focuses on well-being, growth, and development of employees, emphasizes collaboration and honest, open, and direct communication, is accountable for actions.
- **Unique Customer Solutions** - Listens to customers and understands their unique needs, goes above and beyond to deliver innovative customer solutions, demonstrates an entrepreneurial mindset.
- **Passion to Serve** - Responds quickly to customer needs, delivers on commitments, exhibits a sense of urgency, demonstrates a commitment to making a positive impact on customers, employees, and communities, embraces empathy, integrity, and compassion in all interactions.
- **Agility** - Quickly adapts to changing customer needs and market dynamics, demonstrates and encourages creativity, flexibility and intelligent risk taking, embraces forward progress and change, open to new ideas.
- **Growth Focus** - Results driven, continuously drives profitable growth, not satisfied with status quo, continuously seeks improvement, embraces stretch goals.

How to Apply:

- Please send your resume and a short cover letter to CAN-resumes@supplyone.com with the subject line: **"Packaging Designer Application – [Your Name]"**.

SupplyOne Canada is a leading full-service packaging supplier with locations in Brampton, Toronto, and Collingwood. We have over 35 years of insight, expertise, and experience in the packaging industry, and we're consistently recognized and awarded for our leadership in sustainability, innovation, and operational excellence. As part of the SupplyOne family of companies, we're proud to provide you with even greater access to innovative packaging products and services. Let's make your packaging work for you.

SupplyOne Canada, Inc. is a proud equal opportunities employer, and we are committed to providing accommodations in all stages of the recruitment and hiring process by applicable laws (including human rights and accessibility legislation). Accommodation is available upon request for candidates participating in all aspects of the recruitment and selection process. For a confidential inquiry, contact your recruiter or email us at resumes@crownhillpackaging.com to make arrangements. If contacted for an employment opportunity, applicants are required



to advise Human Resources if they require accommodation. All information received in relation to accommodation will be kept confidential.