

Lead Product Designer

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Company: WP Engine

Location: Poland

Category: other-general

We engage the most inspired minds to do their best work wherever they work best—powering the freedom to create worldwide.

We're looking for an experienced Lead Product Designer to join our globally distributed team of designers and researchers. This is the perfect role for someone adept at designing “the whole thing” and turning sometimes ambiguous problems into viable products. A designer who enjoys envisioning how products could evolve and scale over time, broad collaboration with diverse stakeholders, iteration, and experimentation towards new challenges will find success here!

What's cool about this job

We're looking for a Lead Product Designer to join our Specialised Products area, which includes eCommerce centric and headless development-centric products, as they embark on discovery for our future expansion into new customer verticals.

WP engine powers the freedom to create — and our specialised products exist to enable flexible, modern development patterns, as well as support the specific needs of those pushing the envelope of what can be done with particular types of sites — eCommerce and Media specifically. We enable Brands and Agencies to build, manage, and scale their dreams on the web.

The right candidate has experience not only making simple, effortless user experiences from complex systems, but a history of guiding teams through ambiguous problems to novel solutions. They are analytical, passionate about UX trends and standard methodologies,

and enjoy discovering reusable patterns and frameworks for a better, faster design process. Collaborators at heart, they understand how to effectively include others, share wins, and have developed techniques for effective collaboration and consensus-building across Product, Engineering, and cross-functional partners.

Your day-to-day

Help us bring our company core value Design Matters to life every day, by promoting the value of design and by sharing successes, things you've learned, etc

Help establish a product vision and define the incremental path to get there, assisting in the planning and prioritisation of design efforts

Be the advocate for the “Design Thinking” approach throughout the company

Identify key risks, and collaborate with the UX Research team to test customer sentiment and behavior and get user input at the right time. From time to time, you will be required to moderate research sessions, write moderation guides and present finding to stakeholders.

Participate in and facilitate brainstorms, design reviews, and other collaboration sessions that help the team win together

Work with multiple product teams on broad and ambitious problems

Iterate from “version 1” to “version right” with rapid prototyping and usability tests

Delight Developers, Agencies, and business owners with beautiful, intuitive designs that make tasks quicker and easier

Recommend product improvements and pitch new product opportunities based on your observations and data measurements

Promote UX standardisation by using and contributing to the Design Language System and other internal initiatives

Regularly guide other practitioners to success, helping other designers do their best work and improving design outcomes on more than just your specific Product area of focus.

Implement UX metrics to show that your product design has improved user experiences

Leverage heuristic evaluations and best practices to identify user problems with interfaces.

Use your knowledge of our competitive set to help inform decisions in your work and continue to innovate.

Your skills and experience

8+ years in Product Design or equivalent experience

Shares work early and often; adept at giving critical feedback

Loves mentoring designers with less career experience or stuck on challenging problems

Is a champion of team culture

Believes design is everyone's job, and collaborates well with others regardless of role.

Experienced in driving results across teams with large timezone gap

Ability to see beyond your "lane," connecting disparate experiences together into holistic products

Considers the whole thing — you're as comfortable untangling and guiding through complex ux problems, as you are with designing beautiful functional ui, as they are working with research to derive insights and understanding of where to go and where to change

Driving design as a discipline; including but not limited to improving and iterating process, navigating many stakeholder relationships, and launching iteratively and frequently

You enjoy owning 10,000ft <-> 10ft. Obsessed with the details and implications of decisions made around your initiatives.

You can show you have taken on complex problems and you are able to frame them first at strategic level.

You have experience in program planning

You have experience making complex, technical concepts, simple to interact and engage with

You are an expert in standard design tools, including Figma and Miro.

Bonus points if ...

You understand headless development

You have WordPress knowledge and experience

You are a WP engine portal user

You have knowledge or experience in agency context

Benefits

Company Stock Options (Every employee is an owner in the company)

Health Benefits (100% Paid Employee Medical, Dental, and Vision)

Pension Scheme with a match

Life Insurance and Income Protection (100% Paid)

Supplementary Maternity & Paternity Pay and Caregiver's Leave

Employee Assistance Program

Generous Vacation Time (Who doesn't like time off)

Home Office Stipend

Tax free annual wellness benefit through Clevercards

Quarterly Company Wellness Days

On-going education through LinkedIn Learning, Workday Learning and our Career Growth Portal

Free annual subscription to Calm

#LI-JK1

At WP Engine, we strive to have the broadest possible view of diversity, going beyond visible differences to include the background, experiences, skills, and perspectives that make each person unique. WP Engine is proud to be an equal opportunity workplace and is committed to equal employment opportunity regardless of race, color, ancestry, religion, sex, national origin, sexual orientation, age, citizenship, marital status, disability, gender identity, Veteran status, or any other basis protected by federal, state, or local law.

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