

TENSILITY

Product Development Apprenticeship

Product Design and Development at Tensility is an extensive process that touches nearly aspect of the business. From engineering to marketing to logistics, all aspects are interlocking and crucial for the overall design of new products. The PD Apprenticeship gives new team members an immersive experience into all areas of the business with hands-on learning and the ability to see a product come to life—prototype to reality. Exposure to every area will make team members stronger, flexible, and more able to see the big picture in individual tasks.

Each week is designed to build skills and knowledge but also allow team members the time to practice and contribute. After learning the basics of 3D modeling and Tensility's ERP, team members will be doing real work. Weekly, team members will serve on changing teams that meet the demand of the project load for the company as a whole.

At the end of the apprenticeship, team members will have an opportunity to decide to stay on the broad product development team or specialize into a particular area of interest.

Qualifications: Bachelors Degree in Electronics/Industrial/Manufacturing Engineering, or equivalent. 0 years experience.

Characteristics:

- mechanical aptitude
- computer-savvy
- entrepreneurial attitude
- organized and systematic
- excited about learning and trying new things
- creative and enjoys new ideas and pushing boundaries
- flexibility in work schedule
- extremely detail-oriented
- ability to lift 20 lbs and kneel

This position is salaried.

Overview of Learning Areas

Software Skills

Solidworks: Learn the basics of how to 3D model in Solidworks (class varies based on existing skill level.) Learn how Tensility has applied these techniques to develop custom products for customers quickly and efficiently, as well as how the model library is used for product development.

SAP Business One: Tensility's systems all run on an ERP called SAP B1. Learn how to access and enter information.

Preparing Products

Specifications

Apply the techniques you have learned to develop a package of products as defined by the product development team.

Renders

Create pictures of the models with light, materials, and settings to be used on the web and in product literature.

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Quality Control

Using Tools of Verification

Learn how to use all the verification tools in our lab and what they do.

Testing and Assessment

Once product is ordered and manufactured, it must be verified to assure compliance with the original design intent. Learn how to test for continuity, mating, fit and form, and be able to assess the quality of the tooling and manufacturing process.

New Product Development

Process: Learn how new product packages are put together and all the stages that go into them.

Research: Test your research and market analysis skills by completing a Product Visualization and Evaluation report for the NPI team. See if your product makes it to development or is killed!

Evaluation: Set up the evaluation requirements to move an NPI forward. Analyze the information and present your findings to the NPI team and as a group decide on whether the product line will be added to the pipelines or tabled.

Definition: Set up an entire product line, from models to component specs in a way that creates synergies with other product lines and ensures the long-term usability of all the gathered information.

Verification: Ensure that a new product line meets all the requirements and will be safe for distribution for the life cycle of the product.

Testing: Learn advanced testing or preparation, as dependent on the product line. Help the QA team evaluate NPI and determine design or manufacturing flaws.

Marketing: Participate in a company-wide brainstorming session about NPI and how we will bring a new product to market.

Manufacturing

Learn the basics of our prototyping equipment, including function, maintenance, and safety, and how these pieces fit into the concepts you have learned in previous weeks.

Produce a part from concept to QA.

3D Printing: Learn how to use the 3D printer and print something for evaluation.

Other Topics

Throughout the apprenticeship term, you will be introduced to various topics that help you understand how the company fits together as a whole. These include the following:

Customers

As a B2B in electronics, Tensility has a unique customer base that most people don't encounter. Learn the different types of customers and their needs and how Tensility reaches them.

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Sales

You can't bluster your way to a sales goal here. Learn how to support customers through their design process, what matters to them, and Tensility's perspective on how a great sale is made.

Marketing

Help marketing understand and prep information for the product launch. How do we bring new leads and customers? We will show you the techniques and pipelines to attract Tensility customers short and long-term.

Product Disposition

As shipper is the last brand touch point to align the brand with the physical product. Learn how to receive, inventory, and ship products to ensure customer requirements and satisfaction. It's not as simple as it seems!

Samples

How can we make product easy, efficient, and enjoyable? Package and create sample montages for a variety of customers.

Logistics

How do the products get here? Via air, sea, or drone? Learn about carriers, customs, and tax codes of international trade.

Manufacturers

Buying electronics internationally is not as simple as heading to Best Buy. Learn about cultural issues, communication, sourcing, and challenges that Tensility faces to make our business model work.