

PRODUCT DESIGNER



Term: Full-time | **Location:** Calgary (hybrid)

About Monark

Monark is the world's first LRM (Leader Relationship Management) platform, redefining how managers lead teams with Leadership Intelligence. Our AI-powered platform helps organizations build stronger leaders through personalized coaching insights, performance analytics, and habit-based learning — all delivered where leadership actually happens: in 1:1s and team interactions. With over 60 organizations and 1,500 leaders supported daily, we're growing fast — and we're looking for our first Account Executive to help us scale even further.

Role Overview

We're looking for a Product Designer to shape the learning experience on Monark's web and mobile apps, helping leaders grow through engaging, intuitive, and data-informed design. You'll own the end-to-end product design life cycle — from discovery and flows to UI and delivery — and play a key role in building new AI-powered features like Monark Intelligence, our 1:1 meeting support tool that will expand into a core part of the leadership development experience.

As part of our product team, you'll collaborate closely with product, engineering, and organizational psychology experts to bring this vision to life.

Key Responsibilities

- Lead end-to-end product design across web and mobile: discovery, user flows, wireframes, prototypes, UI, delivery, and design iteration.
- Design intuitive experiences for **AI-powered features**, helping leaders adopt new tools with confidence.
- Use **research, usability testing, and analytics tools** (Amplitude, Looker, etc.) to uncover insights and refine solutions.
- Build and implement a **design system** for consistency across platforms, and own UX writing to deliver clear, engaging product language.
- Collaborate with product, engineering, and marketing to align design with business goals and support marketing assets and website UX.
- Champion accessibility, inclusivity, and user-centered design while staying ahead of industry and AI trends.

What We're Looking For

- We're looking for a designer who thrives in ambiguity and brings clarity to complexity through curiosity and initiative. You're **curious, resourceful, and proactive** — uncovering insights even when data is limited, and following through without needing step-by-step direction.
- You **balance craft and systems thinking**: translating insights into flows, quick prototypes, and polished solutions, while treating writing and information hierarchy as essential parts of design.
- Above all, you **act as a strategic partner** — collaborating with product and engineering to shape direction, advocate for users, and push the team toward smarter, simpler, more impactful experiences.

Must-haves

- 3–5+ years of product design experience with a strong portfolio showing end-to-end product work across web and mobile.
- Figma mastery with a solid grasp of design principles — information design, visual hierarchy, and scalable design systems.
- Experience with user research and usability testing, translating insights into product decisions.
- Strong communication, collaboration, and documentation skills, effective in both async and real-time workflows using tools like Slack, Jira, Notion, and Google Workspace.

Nice to have

- Familiarity with HTML/CSS and awareness of how design choices impact dev trade-offs and feasibility.
- Hands-on experience experimenting with new design trends or AI tools, and applying those learnings to user experience — whether in shipped work, prototypes, or side projects.
- Experience building or contributing to a design system at scale, ideally including experimentation (e.g. A/B testing).
- Startup experience, demonstrating that you can thrive in fast-paced, ambiguous environments and excel at iterating quickly with limited resources.

Why Monark?

- Be part of a fast-growing company redefining leadership development.
- Shape AI-powered features that directly impact adoption and retention.
- Help build Monark's design culture and processes from the ground up.
- Work closely with a mission-driven team at the intersection of psychology, technology, and design.
- Hybrid environment, competitive salary, benefits, and stock options.

Please send your application to to our Director, Brand & People Ops at kristina@leadwithmonark.com and include:

- your **up-to-date resume** highlighting relevant product design experience,
- and your **portfolio of real-world projects**, demonstrating the full design lifecycle (incl. research, context, process, deliverables, and measurable impact; ideally in an interactive format e.g. Figma)

