



Mechanical Designer - Full Time - Onsite

By designing and manufacturing cutting-edge algae bioreactors Industrial Plankton is contributing to resolving some of the world's most pressing challenges - food security, wastewater management and climate change. Founded in 2010 in Victoria, BC, we've rapidly grown through relentless innovation while becoming an industry leader. Our culture is fueled by curiosity, creativity, and a strong sense of purpose. We're building a team of bold thinkers and doers who thrive in a dynamic, fast-paced environments. If you're looking to make an impact and grow with a company on the rise, we want to hear from you!

Come join our team as a **Mechanical Designer** where you will help develop innovative products alongside electrical, software, and mechanical engineers, as well as biologists. Reporting to the CEO and working closely with the Mechanical Designer Team Lead, you'll contribute to product development while following our design philosophy and standards.

This role would be perfect for an organized, hands-on individual who loves to build and problem-solve on a daily basis. You'll have a diverse set of responsibilities, and gain expertise in our mechanical systems and design processes. While aquaculture experience isn't required, a passion for 3D modeling and system design is essential.

At Industrial Plankton, we foster an entrepreneurial culture where innovation, hard work, and passion drive success. If you thrive in a dynamic environment and want to make an impact on sustainable technology, we want to hear from you!

Industrial Plankton is an equal-opportunity employer committed to diversity and inclusion. We welcome applicants of all backgrounds. All qualified applicants will receive consideration for employment without regard to race, ancestry, place of origin, colour, ethnic origin, citizenship, creed, sex, sexual orientation, age, marital status, family status or disability.

What You'll Do

Design & Development: Create, prototype, and test mechanical components and systems using SolidWorks. Maintain design models, drawings, and documentation while ensuring alignment with company standards and manufacturability.

Manufacturing & Production Support: Prepare detailed specs and documentation for manufacturing, collaborate with other teams to refine designs, and assist in assembly to validate feasibility.

Prototyping & Testing: Build and evaluate prototypes, implement design improvements, and support the transition from prototype to full-scale production.

Problem-Solving & Process Improvement: Work with cross-functional teams to tackle design challenges, participate in design reviews, and contribute to product quality, efficiency, and cost-saving initiatives.

INDUSTRIAL™ PLANKTON

What's In It For You

- **Be Part of a Mission:** Work with a team dedicated to making a difference in the world, through sustainable technology and innovation.
- **Shape the Future:** Join a company in a growth phase where your ideas and input truly matter, and you are able to have a tangible impact on the organizations success.
- **Competitive Compensation & Benefits:**
 - Base salary of \$70,000 - \$80,000 based on experience,
 - Extended Health Benefits
 - Leave allowances (vacation and sick time)
 - Workplace celebrations and BBQ's
 - **Work (and live) in Beautiful Langford, BC:** Enjoy the affordable, community-focused lifestyle of Langford, with easy access to stunning natural beauty and outdoor activities. Nestled between mountains, lakes, and forest trails, Langford offers a high quality of life, a friendly local community, and an ideal balance of work and leisure for those who love the outdoors.
 - Or counter-commute from Victoria and breeze to work in 20-30 minutes from Victoria.

What You'll Bring:

- Bachelor's degree in Mechanical Engineering or a related field (or equivalent experience).
- Experience working in a hands-on mechanical design, manufacturing, or product development environment.
- Extensive experience with SolidWorks for part design, assemblies, and drawings.
- Strong problem-solving skills with the ability to identify and resolve assembly issues.
- Strength in multitasking and prioritizing effectively, balancing competing demands.
- Expertise in fluid dynamic modelling.
- Prior experience working in a fast-paced, development-focused environment.
- A proactive approach with a "roll up your sleeves" attitude to get the job done.

How to Apply:

If you have what we are looking for and want to be part of something meaningful where your work truly counts, please submit your cover letter and resume in a single Word or PDF file to Shannon Okun at shannon@reimaginehr.ca, being sure to include the position title in the subject line. This posting will remain open until filled.

We kindly ask that applications be sent by email only—no fax or mail applications please—and we request that you do not phone or show up at our office space. Due to the high number of applications we will receive, only applicants selected for an interview will be contacted. We sincerely thank all applicants for their interest in Industrial Plankton.