



APPAREL INDUSTRY ROLES / SKILLS MATRIX

**Introduction**

This matrix has been developed to provide an overview of the roles and skills that make up the Apparel industry in Aotearoa New Zealand.

**Roles by Function**

Roles have been categorised by function (design, manufacturing, sales, textiles, fulfilment, communications and marketing etc) as a broad way to collate the information.

Every business will require its own unique composition of roles therefore this should only be used as a guide to the range of roles available and the skills broadly required.

**Skills by Role**

Skills have been listed for key roles within each function area. These can be found on the individual function tabs; eg. Design/Product.

As a general rule, the roles we have included are industry specific roles.

We've excluded HQ operational roles that are not industry specific; eg. HR, Finance, Legal, H&S, Operations, IT etc.

\* Where a formal qualification or serious industry experience required, it is asterixed

Sustainability and Quality Control have been considered skills that should be included in most roles

**Organisational Structures**

Example organisational structures are shown on Tab 3 'Organisational Structures' to show common structures we have seen for different business sizes and functions.

**Living Document**

This is a dynamic document. We welcome recommendations and suggestions from industry on additional skills and roles to include, and any other suggested amendments to current mapping. Please get in touch.



APPAREL INDUSTRY ROLES BY FUNCTION

Design / Product	Production	Sales	Marketing & Communications	Fulfilment	Textiles	Future roles/Skills
Designer	Production Manager	Sales Manager	Brand / Marketing Manager	Dispatch / Warehouse Manager	Textile Designer (incl Surface Design, Textile Technician etc)	VR Designer / Creative Technologist
Assistant Designer	Production Coordinator	Retail Manager / Staff member	Digital Marketing Manager		Buyer / Sourcing Manager	Product Stewardship Manager
Design Room Assistant	Production Assistant	e-commerce Manager	Social & Content Manager			
Pattern Maker	Sourcing Manager	Wholesale Sales Manager	Social Media Coordinator			Repair / Remanufacture Specialist
Sample Room Manager	CAD Technician	Customer Experience Manager	Content Creator			
Sample Machinist	Cutter		Graphic Designer			
	Workroom/Factory Manager	Buyer				
>> If offshore production	Machinist / Senior Machinist	Merchandise Planner				
Product Development Manager	Specialist Machine Technician					
Product Developer	Knitting Machine Technician					
Garment Technician	Knitting Machine Operator					
Fabric Technician	Repair & Alteration specialist					
	Mechanic / Mechanical Technician					
<b>Fashion Communications*</b>						
Stylist						
Photographer						
Journalist						
Makeup Artist						
Art Director						
PR						
Visual Merchandiser						
Hair Stylist						
<i>*Roles critical to the sector but out of scope</i>						



APPAREL INDUSTRY ROLES / SKILLS MATRIX

DESIGNER / BRAND Small to Medium business (local production or mix of local & offshore ) Mix of Retail, Wholesale and Online				
DESIGN	PRODUCTION	SALES	MARKETING	FULFILMENT
Designer	Production Manager	Sales Manager	Brand / Marketing Manager	Dispatch / Warehouse Manager
Assistant Designer	Production Coordinator	Key account Manager	Digital Marketing Manager	
Design Room Assistant	Production Assistant	Retail Store Manager / Staff	Social & Content Manager	
	Sourcing Manager	e-commerce Manager	Social Media Coordinator	
>> If in-house sampling		Customer Experience Manager	Graphic Designer	
Sample Room Manager		Sales Administrator / Customer Service		
Pattern Maker				
Sample Machinist				
>> If offshore production (sits with design or production)				
Product Developer				
Garment Tech				

WHOLESALE BUSINESS Medium to Large business (local and off shore production) Online and/or Retail					
PRODUCT			SALES & MARKETING		FULFILMENT
DESIGN	SOURCING & DEVELOPMENT	PRODUCTION	SALES	BRAND (often missing or done by Design)	FULFILMENT
Head of Product / Collection Development Manager*			Head of Sales & Marketing		Head of Fulfilment
Designer	Product Development Manager	Production Manager	Sales Director	Brand / Marketing Manager	Warehouse Manager (inventory movement - inbound goods, pick, pack, dispatch, returns)
Design Room Assistant	Product Developer	Production Coordinator	Key Account Manager	Social & Content Manager	Logistics Manager (inbound + outbound partner management)
Textile Designer (often outsourced)	Sourcing Manager (if designer also develops)	QA Manager	Regional Sales Manager		
	Garment Technician		Sales Administrator / Customer Service		
	>> If in-house sampling				
	Sample Room Manager				
	Pattern Maker				
	Sample Cutter				
	Sample Machinist				

\*Collection Development Manager - This is a role often found in London / Europe, working with Designer / Creative Director, tasked with ensuring the collection is commercial (like a Buyer but for wholesale). It manages all sourcing and development of sample collection, sample room, vendors, costings etc to ensure collection is developed on time with the right products, right price, right quality. Taking the designers vision and making it happen, while ensuring the commercial viability of the pieces. Hands over to Production Manager after collection has been produced for show or sales.

DIRECT TO CONSUMER BRAND/RETAILER Medium to Large business (local and off shore production) Online and/or Retail									
PRODUCT					MARKETING		OPERATIONS		FINANCE
PLANNING	BUYING	DESIGN	TECHNICAL DEVELOPMENT	PRODUCTION / SUPPLY CHAIN	BRAND	DIGITAL (SALES)	FULFILMENT	RETAIL / CUSTOMER	FINANCE
Head of Product / Product Director (sometimes Merchandise Manager or Buying Director manages all of Product)					Marketing Manager (manages both streams)		Head of Fulfilment	Retail Sales Manager	CFO or Finance Manager (Sales / Strategy)
Merchandise Planning Manager	Buying Manager	Designer (not always required as Buyer can lead Product Direction)	Technical Manager	Production Manager (not always required as split between Buying, Tech & QA with Merch controlling the timeline and vendors)	Brand Manager	Digital Marketing Manager	Warehouse Manager (inventory movement - inbound goods, pick, pack, dispatch, returns)	Retail Store Manager	* The CFO / Financial Manager is an area where specific understanding of apparel and product cycles is required, it is a linchpin role in the sales forecasting, cashflow planning for production and the strategic planning of the business
Assistant Merchandise Planner	Assistant Buyer	Assistant Designer	Garment Technologist	QA Manager	Social & Content Manager	Performance Marketer	Logistics Manager (inbound + outbound partner management)	Retail Staff	

Merchandise Planning Assistant	Buying Admin Assistant	Design Assistant	Pattern Maker / CAD operator	CSR Manager	Graphic Design	E-commerce Store Manager		Customer Service Manager	
Allocator (retail or multiple DC online)		Textile Designer	Fabric Technician	Sourcing Manager (often owned by the buying team, if no buyers, falls on Product Development Manager, or CSR manager)	Campaign Manager	UI/UX Designer / Web Developer / Technician			
	Product Development Manager (if no buyers)	Technical Designer Developer (small company where designer wears design, develop, tech hats)	Technical Product Developer (if no buyers or garment techs)	Supply Chain Manager (can be a combination of a few roles, can also be split across other roles and not required)	PR & Comms Manager				

TRADING HOUSE (Textile / Product Supplier)			
SALES	DESIGN	PRODUCTION	FULFILMENT
Key Account Manager (Often Sales, sourcing & product development oversight)	Designer / Developer (aka Wholesale Merchandiser - can also interchange with Key Account Manager)	Buyer / Sourcing Manager	Warehouse (inventory movement - inbound goods, pick, pack, dispatch, returns)
	Graphic Designer	Production Coordinator QA Manager	Logistics Manager (inbound goods)

LOCAL MANUFACTURING / SUPPLY CHAIN		
MANUFACTURING	OUT SOURCED SUPPLIERS	SOURCING
Factory Manager		
Production Manager		
Workroom Manager	Pattern Maker	Textiles Agents
Production Coordinator	CAD Technician	Sourcing Agency
Line Manager	Cutter	Sourcing Specialist
Sample Machinist	Fuser	Sustainability Specialist
Senior Machinist	Print / Embellishment Designer	
Machinist	Pressing	
Specialist Machine Technician	Embroidery / Printer	
Finishing & QC	Buttonholer	
Knitting Machine Technician	Outwork Machinist	
Knitting Machine Operator		
Repair & Alteration Specialist		
Mechanic		
Presser		



# MINDFUL FASHION NEW ZEALAND | SKILLS FRAMEWORK

## DESIGN / PRODUCT ROLES

Role	Skills	Connectors
<b>Designer</b>	Ability to set design direction for brand	Patternmaker
	Develop design briefs, designs & collections based on trends, brand aesthetic, sales data, market and customer needs	Sample maker
	Good understanding of, and ability to cut patterns / digital and physical	Production
	Good understanding of, and ability to construct garments	Dispatch and Retail
	Good technical knowledge of textiles, uses, properties and performance	Design assistant
	Understanding of fit, and able to run fit sessions. Good eye for silhouette.	Finance
	Good understanding of costs, ability to work to budget	Planning
	Ability to communicate requirements to design, sampling and production team	Marketing
	Good understanding of sustainability principles, circular design principles, product stewardship	Sales
	Ability to interpret and analyse data	Textiles Designers/Suppliers
	Good understanding of colour	
Illustration skills		
<b>Designroom Assistant</b>	Good understanding of, and ability to cut patterns / digital and physical	Designer
	Good understanding of, and ability to construct garments	Sample maker
	Good technical knowledge of textiles, uses, properties and performance	Patternmaker
	Understanding of trims	Production
	Understanding of fusings	Marketing
	Understanding of sustainability principles, circular design principles, product stewardship	
	Skilled at operating machinery - sewing, cutting, fusing, pressing	
	Strong administrative, time and collaborative working skills	
	Ability to create detailed and accurate specification sheets / use software packages	
	Ability to work with specialist software ie: Clo3D for digital visualisation & digital toiling	
Skilled in software such as Illustrator, CorelDraw, Photoshop, Word and Excel		
	Relationship management and communication skills, to liaise with suppliers	Designer
	Excellent understanding of Garment construction	Production

<b>Product Developer</b>	Good understanding of patternmaking principles and grading	Garment Technician
	Excellent textile construction and manufacturing knowledge	Buyer
	Comprehensive understanding of entire production process	Merchandise Planner
	Ability to develop and manage costings and budgets, negotiate with suppliers	
	Skilled at CAD and/or design software	
	Ability to use Adobe software eg. Illustrator	
	Ability to create and maintain detailed technical specification sheets	
	Excellent project management skills to oversee entire critical path timeline for production process	
Skilled at sample reviewing including fit, size and construction		
<b>Garment Technician</b>	Good understanding of clothing design and garment construction (including specialist software, eg CLO, Illustrator)	Designer
	Knowledge of quality standards for clothing	Production
	Good technical knowledge of textiles, properties and performance	Dispatch and Retail
	Understanding of sustainability principles, circular design principles, product stewardship	
	Ability to translate design into a technical spec sheet, think 3-dimensionally	
	Understanding of fit and construction, garment and fit measurements, grading principles	
	Ability to measure accurately, understand the importance of measurements	
	Knowledge of testing standards for fabrics used in clothing	
	Skilled in Illustrator, CorelDraw, Photoshop, Word and Excel	
Ability to communicate complex ideas and techniques clearly		
<b>Pattern Maker Pattern Drafter</b>	In depth manual flat pattern making skills and drape pattern making skills	Design
	CAD skills; eg. Gerber/Lectra/PAD	Workroom assistant
	Ability to interpret a design, from a visual standpoint and from a trend standpoint	
	Excellent understanding of fit, form, function, silhouette	Sample cutter
	Comprehensive understanding of grading principles	Sample making
	Ability to fit a wide range of garments and identify where adjustments are needed	
	In depth garment construction knowledge and skills	Production team
	Understanding of the whole garment manufacture process	Dispatch and Retail
	Understanding of broad range of machinery and set ups	
	Ability to create detailed and accurate Specification sheets / use software packages	
	Understanding of fabric/fabric performance and properties, trims, fusings	
	Ability to work with specialist software ie: Clo3D for digital visualisation & digital toiling	
Able to achieve optimum yield and understand costings		

Good understanding of sustainability / circular design principles	
Emerging skills - R&D for systems of re-use / reverse engineering of garments and textile offcuts/waste	
Emerging skills - Zero waste & alternative pattern making systems	



PRODUCTION ROLES

Role	Skills	Connectors
<b>Production Manager</b>	Planning, scheduling, forecasting, reporting and project management skills	Designer
	Staff Management and KPI tracking	Sales and Retail
	Work order management, purchase order management	Dispatch
	Good understanding of garment construction techniques and machinery capabilities	Marketing team
	Good technical knowledge of textiles, uses, properties and performance	Sample machinist
	Good technical knowledge of pattern making, marker making, fusing and cutting techniques	
	Good understanding of sustainability principles, circular economy principles	Patternmaker
	Strong relationship management skills	Factories
	Excellent quality control skills	Cutters
	Understanding of sustainability principles	
	Problem solving skills	CMTs
	Ability to manage logistics and materials flows	Fabric suppliers
	Excellent computer skills, in particular Excel	
Contract and negotiation skills		
<b>Production Assistant</b>	Sample and production management and tracking capabilities	Production Manager
	Ability to manage production schedules with shifting issues	Production team
	Ability to Interpret and develop cut sheets / lay plans	Sales team
	Attention to detail to check off BOM and accuracy of components	
	Good technical knowledge of textiles, uses, properties and performance	Despatch team
	Garment construction and pattern making knowledge	
	Understanding of sustainability principles, circular economy principles	
	Quality control skills - attention to detail, assessing, measuring, repair	Marketing team
	Understanding of sustainability principles	Designer
Bundling skills	Patternmaker	

	Ability to operate a press/iron	
	Excellent communication skills	
	Ability to analyse production reports and anticipate potential issues	
	Problem solving skills	
	Excellent computer skills, in particular Excel	
<b>Sourcing Manager</b>	Relationship management skills	
	Broad knowledge of fibre/yarn/textile properties, constructions, manufacturing process, function and performance	
	Mathematical skills and ability to use Excel	
	Ability to build and maintain international network of suppliers	
	Good understanding of sustainability, circular economy and product stewardship principles	
	Good understanding of sustainable processes for manufacturing textiles	
<b>CAD technician</b>	Fashion production process literate	Production
	Excellent pattern making skills and understanding of fit across sizes	Design
	Good understanding of garment construction and textile properties	Sampling
	Comperhensive Grading skills	Cutting
	Specialist CAD skills - Lectra, Gerber, PAD	
	Marker making / lay plan skills	
<b>Cutter</b>	Specialist skills in manual, machine & laser cutting techniques	Production
	Marker making / lay plan skills	
	Laying up and textile handling knowledge and skills	
	Ability to interpret cut sheets	Design
	Good technical knowledge of textiles, uses, properties and performance	Pattern maker
	Fabric inspection and QC	Factory
<b>Sample Room Manager</b>	Excellent communication skills eg. with patternmaker, sample machinist	Design
	Understanding of the production process	
	Ability to sew, confident on industrial machinery	Production
	Good understanding of garment construction and patternmaking	Pattern maker
	Good technical knowledge of textiles, uses, properties and performance	Sample machinist
	In depth problem solving capabilities	Cutting
	Ability to manage schedules with shifting issues	

	Sample management and process management skills	
<b>Workroom Manager / Supervisor</b>	Excellent hands-on technical skills as machinist	Production
	Ability to work out timings and costings	Design
	Ability to manage a team to achieve optimal workflow and meet delivery dates	Pattern maker
	Relationship management skills	
	Good understanding of garment construction	Cutting
	Quality control skills	
	In depth problem solving capabilities	Factory
<b>Machinist</b>	Ability to sew, confident on industrial machinery	Cutter
	Good understanding of garment construction, can assemble components to make whole garment	Other/head machinist
	Standard machine skills - plain sew, overlock/safety stitch, cover seamer, flatseam, binding	
	Specialised machine skills - bar tack, elasticator, button hole, trimming, seam seal, eyelet/dome machine	
	Handsewing skills, eg. basting, tacking, running stitch, chain stitch	
	Select and use different machine attachments, eg. zipper foot, presser foot, seam guide	
	Interpret and follow garment spec sheets, patterns and instructions	
	Fabric properties and handling knowledge, can work with different fabric and trim types, can identify flaws and faults	finishing team/pressing
	Accuracy and speed	pattern maker
	Problem solving capabilities	production
	Attention to detail	
	Quality control skills	
	Pressing and clipping competencies	
	Day to day maintenance of machinery & equipment	
<b>Knitting machine operator OR Special machine operator (eg leather goods) including linking</b>	Create work orders	
	Ability to manage/work to production schedules	
	Ability to set-up and run specialist machinery	Production
	Ability to change needles and machine parts	Design / sample room
	Ability to clean & maintain machines	
Hand finishing, bundling, quality control		
<b>Knitting Technician OR</b>	Apex/Software skills, Programming skills, grading skills	Production
	Ability to interpret designs	
	Advanced technical construction knowledge	Sample manager

<b>Specialist technician (eg leather goods)</b>	Technical knowledge of gauge to yarn and various machine capabilities	Designer
	Understanding of fibre and yarn properties and performance	
	Machine maintenance and repair	
	Ability to and interest in R&D of new machinery to drive efficiencies	
<b>Repair and alteration specialist</b>	Excellent understanding of garment construction - highly skilled role	Production
	Knowledge of textiles and properties, trims, fusings	Dispatch
	Hand finishing, measuring, unpicking, sewing, pressing skills	Design
	Understanding of fit across sizes	
	Indepth pattern making skills.	
	Emerging skills - specialist technical repair, remanufacturing and maintenance skills	
<b>Mechanic / Mechanical Technician</b>	Broad knowledge of machinery, applications and functionality	Production
	Highly skilled in machine maintenance and repair	Machinists
	R&D of new machinery to drive efficiencies	Cutters



# MINDFUL FASHION NEW ZEALAND | SKILLS FRAMEWORK

## SALES & DISTRIBUTION ROLES

Role	Skills	Connectors
<b>Merchandise Planner</b>	Highly analytical, ability to analyse sales data, identify trends and forecast future product movements	CFO
	Ability to develop sales plans and control the OTB (Open to Buy)	Finance
	Planning, forecasting, reporting skills	Digital Marketing
	Excellent understanding of design/production/sales process	Buyers
	A thorough understanding of both the customer and the competitive market landscape	Design
	Ability to develop a merchandising plan, a production plan, a sales plan	Retail Manager
	Take ownership of the product roadmap and match the OTB back to budgets and forecasts	E-commerce
	Understanding of retail environment; cycles / sales / pricing	Fulfilment
	Skilled in Excel, maths	
Understanding of costings and margins		
<b>Buyer</b>	A combination of analytical, commercial and creative skills	Design
	Ability to understand trends, analyse competitors and other markets, ability to interpret for own brand	Marketing
	Ability to analyse customer feedback through multiple channels, and read the market	Brand Managers
	A thorough understanding of costings and buying to budget, excellent negotiation skills	Product Developers
	Excellent knowledge of product function, properties, fabrics and use	Merchandise Planners
	Ability to identify sales and customer behaviour trends and make recommendations	Retail Managers
	Ability to monitor, analyse and identify trends in sales and customer movement	E-commerce
	Ability to interpret and communicate the brand aesthetic and vision	
	Inventory / Stock System management and analytical skills, Excel	Production team
	Ability to manage multiple staff across multiple sites - HR	Retail
	Mentorship and staff development skills	
	Customer service and relationship building skills	E Commerce
	Excellent knowledge of product function, properties, fabrics and use	Design
	Ability to identify sales and customer behaviour trends and make recommendations	

<b>Multisite Retail Manager</b>	Ability to monitor, analyse and identify trends in sales and customer movement	Marketing
	Ability to interpret and communicate the brand aesthetic and vision	
	Good understanding of sustainability principles, circular economy and product stewardship principles	
	Quality control skills	
	Event planning	
	Store maintenance	
	Excellent communication skills	Dispatch
<b>Retail Store Manager Retail Staff member</b>	Inventory / Stock System management and analytical skills, Excel	Production team
	Staff management and development skills	Retail
	Customer service and relationship building skills	E Commerce
	Excellent knowledge of product function, properties, fabrics and use	Design
	Ability to identify sales and customer behaviour trends and make recommendations	
	Ability to monitor, analyse and identify trends in sales and customer movement	Marketing
	Ability to interpret and communicate the brand aesthetic and vision	
	Good understanding of sustainability principles, circular economy and product stewardship principles	
	Quality control skills	
	Event planning	
	Store maintenance	
Excellent communication skills	Dispatch	
<b>Customer Experience Manager</b>	Excellent written and verbal communication skills	Production
	Good understanding of social media / digital communication channels	Design
	Ability to manage and optimise post-purchase experience with customers.	Sales
	Understanding of production process and quality control	Marketing
	Manage return processes, ensuring a seamless customer experience	Communications
	Identify trends in user behavior and provide recommendations to improve processes	
	Good understanding of sustainability principles, circular economy and product stewardship principles	
	Ability to resolve recurring customer issues	
E-commerce skills		
	Inventory / Stock System management and analytical skills	Production
	Technical platform skills, content development/management skills	Design
	Digital and social skills	

<b>E-commerce Manager</b>	Good understanding of social media / communication channels	Sales
	Customer service skills	Marketing
	Excellent Knowledge of product, properties, fabrics and use	Communications
	Good understanding of sustainability principles, circular economy and product stewardship principles	
	Ability to monitor, analyse and identify trends in sales and customer movement	
	Excellent communication skills	



# MINDFUL FASHION NEW ZEALAND | SKILLS FRAMEWORK

## MARKETING & COMMUNICATIONS ROLES

Role	Skills	Connectors
<b>Content Creation / Graphic Design</b>	Portfolio, presentation and storyboarding skills	Design
	Understanding of the fashion industry, trends, style, aesthetic	Sales
	Technically skilled graphic designer - illustrator, indesign, photoshop, +	Marketing
	Digital and social media skills	Social media
	Skilled and creative writer, able to identify and tell a good story	E Commerce
	Great eye and ability to capture and convey ideas.	Customer Experience
	Good understanding of sustainability principles, circular economy and product stewardship principles	
<b>Brand Manager / Marketing Manager / Marketing Assistant</b>	Ability to set and communicate brand vision, values and aesthetic	Design
	Digital marketing and social media skills	
	Understanding of the fashion industry, trends, style, aesthetic, zeitgeist	Sales
	Relationship and people management skills	Customer Experience
	Ability to create marketing plans, policies and campaigns	External suppliers
	Understanding of product pricing, advertising, selling and distribution channels	Graphic Designer
	Ability to produce engaging marketing content ie. social media, advertising & webstie posts	E Commerce
	Good understanding of sustainability principles, circular economy and product stewardship principles	
	Ability to organise events	Social Media
	Ability to analyse data and draw insights	
Skilled at promoting and develop an organisation's brand, goods and services		
copywriting and design skills		
<b>Digital Marketing Manager / Social Media Manager / Social Media Co-ordinator</b>	Advanced social media knowledge	Design
	Ability to create marketing plans, policies and briefs	Brand/Marketing
	Highly creative and skilled in devising digital campaigns that engage, inform, and motivate target audiences	
	Skilled at producing marketing content for social media, advertising and webstie posts	Sales
	Technically skilled at using digital marketing platforms and strategies	Customer Experience
	Copywriting and design skills	External suppliers
	Good understanding of sustainability principles, circular economy and product stewardship principles	
	Ability to analyse data and draw insights	Graphic Designer
Knowledge of automation techniques and benefits	E Commerce	

	UX skills and an understanding of the customer experience	Social Media	
	SEO and SEM skills		
<b>Out of Scope of this mapping</b>			
<b>Visual Merchandiser Stylist Photographer Makeup Artist Hair Stylist Model</b>	Art direction and creative ability, strong visualisation skills	Design	
	Technically skilled in area of expertise	E Commerce	
	Understanding of the fashion industry, trends, style, aesthetic	Sales/Marketing	
	Storyboarding skills, Portfolio and presentation skills – showcasing work, areas of focus	Digital	
	Understanding of the fashion industry		
	Digital and social skills		



TEXTILES ROLES

Role	Skills	Connectors
<b>Surface Design</b>	Broad knowledge of fibre/yarn/textile properties, function, performance and design	Design
	Design/ Technical development	
	Specialist Computer knowledge to work with digital design file types & programs	
	Colour specialist	Sampling
	Applied Fabrication knowledge suitable for print.	Production
	Good understanding of sustainable processes for manufacturing textiles	
	Design/ Technical development	
<b>Textile Buyer / Sourcing Manager</b>	Ability to analyse, interpret and predict trends	Design
	Relationship management skills	Production
	Broad knowledge of fibre/yarn/textile properties, constructions, manufacturing process, function and performance	Textile mills
	Mathematical skills and ability to use Excel	
	Ability to build and maintain international network of suppliers	
	Good understanding of sustainability, circular economy and product stewardship principles	
	Good understanding of sustainable processes for manufacturing textiles	



FULFILMENT

Role	Skills	Connectors
<b>Dispatch / Inventory Manager</b>	Inventory management skills	Production team
	Staff management Skills	Retail
	Attention to detail, fabric awareness, trimming, assessing	E Commerce
	Invoicing skills	Design
	Courier, freight import and export documentation and process skills	
	Quality control skills	
	Strong computer literacy	
	Forklift operation skills	
	Customer and relationship management skills	
Operating system use and management skills		



SPECIALIST AND FUTURE

Family	Role	Skills	Connectors
Design / Product	<b>VR Designer / Creative Technologist</b>	AR/VR and experiential digital programming skills	
		XR, VR skills	
Product / Circular Economy	<b>Circular product manager / product stewardship manager</b>	Design skills - fit, form, function, silhouette	
		Ability to understand and interpret trends	
	<b>Repair / Remanufacture specialist</b>	System thinking skills and ability to map product/material flows	
		Ability to manage product flows business>user>business>user>etc	
Supply Chain	<b>Process Engineering</b>	Good understanding of sustainability principles, circular economy and product stewardship principles	
		Resource management, resource recovery skills	
		Deconstruction and reconstruction skills	
		Problem solving, ability to think outside the box	
		Specialist technical repair, remanufacturing and maintenance skills	
		Process Engineering Specialist	
		Process and Flow Analysis	
		Lean / agile Manufacturing specialist	
		Mechanical / Mechatronic engineering skills	
		Problem solving, ability to think outside the box	