

# PENDLETON®

Pendleton has been woven in the West since 1863. Built on a legacy of craft, quality, and authenticity, our products are known for their timeless design and enduring stories. Behind every Pendleton garment is thoughtful engineering, precise fit, intentional construction, and uncompromising standards.

We're seeking a Senior Apparel Developer to help bring our designs to life with technical excellence and craftsmanship. As the Senior Apparel Developer, you will lead the technical development of assigned apparel styles from concept through production approval. You'll serve as the key technical expert on construction, fit, manufacturability and costing, ensuring each product delivers of quality, consistency, and margin expectations.

## **Essential Functions of the Job:**

- Lead and manage the development process for assigned styles from concept through bulk production approval.
- Partner closely with Design to articulate fit intent, aesthetic, and construction into accurate patterns, prototypes, and production specifications.
- Own and maintain all technical documentation, for each style within PLM system.
- Plan, track, and manage development calendars, ensuring on time prototype execution and production readiness.
- Lead fit sessions, providing clear analysis, and actionable input to support consistent fit across categories.
- Ensure all products align with Pendleton fit standards, size consistency, and quality expectations.
- Recommend appropriate constructions, materials, and manufacturing methods that balance durability, aesthetics, cost, and production efficiency.
- Own development stage costing for assigned styles in partnership with Sourcing and Product Management.
- Build and maintain accurate BOM costs, including materials, trims, labor, and construction complexity.

- Evaluate cost drivers throughout development and proactively recommend cost engineering solutions that maintain product integrity and brand standards.
- Support margin targets by identifying opportunities for material substitutions, construction efficiencies, and vendor optimization.

### **How You'll Make an Impact:**

This role offers the opportunity to shape and elevate construction and fit standards across categories while contributing to the evolution of our development processes, tools, and ways of working. You'll work on products with long lifecycles and a strong emphasis on quality and craftsmanship, partnering closely with design, sourcing, product manager and leadership.

### **Core Expectations**

- Protect and elevate Pendleton's fit standards across categories
- Engineer products that balance beauty, durability, and cost integrity
- Partner with vendors to review and validate cost breakdowns, negotiate improvements, and ensure transparency
- Ensure cost accuracy from prototype through bulk production, addressing variances and risks early
- Provide expert level guidance on fit, construction, and manufacturability to cross functional partners
- Contribute to the development and refinement of departmental standards, best practices, and process improvements
- Lead or support special projects related to process optimization, calendar efficiency, and tools adoption
- Collaborate closely with vendors and manufacturing partners, including periodic overseas travel as required

### **What You Bring:**

- 6+ years of Technical Development experience within apparel brands focused on quality, construction, and product integrity heritage, lifestyle, or premium apparel brands.

- Strong working knowledge of apparel development, sourcing, manufacturing, and costing
- Proven experience owning fit, specs, and development timelines from concept through bulk
- Deep understanding of garment construction, grading, and fit evaluation
- Strong communication and problem-solving skills with the ability to influence cross-functional partners
- Growth mindset and curiosity to continuously improve processes and tools
- Appreciation for craftsmanship and passion for building quality product

**Education:**

Degree in Apparel Development, Patternmaking, Apparel Engineering, or related field

**Tools & Systems**

- Product Data Management systems and Product Lifecycle Management (PLM)
- Adobe Illustrator, and 3D development tools such as CLO proficiency
- Microsoft Office Suite (Word, Excel, Outlook, PowerPoint)
- Ability to quickly learn and adapt to new project management tools

This is an exciting time to join our team in a hybrid capacity based in Portland, Oregon, as we enter a period of growth and transformation.

Pendleton is committed to creating a workplace that celebrates diversity and fosters inclusion. We do not discriminate based on race, color, religion, national origin, sex, gender identity or expression, sexual orientation, age, disability, veteran status, or any other protected status under applicable law. We encourage individuals of all backgrounds and experiences to apply.



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