

Product Designer - Design System

Reports to:	Position Level:	Direct Reports:	Location:	Job Code:
Principal Designer	Team Member	No	Auckland	TMA4.2

Who is Trade Me?

Trade Me delivers value to Aotearoa through helping Kiwi create the life they want, whether that's finding a property, vehicle, career or new and used goods. Our vision is to be the place "where Kiwi look first".

Our Values:



Customer Aroha



No 'I' in Trade Me



Don't be a dick



Hunger like Ed

Why this role is important to us:

Tangram is Trade Me's next-generation design system – the shared visual and interaction language behind every product our customers use. As our Design System Designer, you'll shape the components, tokens and patterns that every squad builds with, so consistency and quality can scale without slowing teams down. You'll work closely with engineers to keep design and code in lockstep, and with designers across the business to make sure the system solves real problems rather than dictating from a distance. You'll have a strong craft eye, a systems mindset, and the communication skills to bring a wide range of stakeholders along with you.

What you'll do:

- Design and maintain components, patterns and semantic design tokens, working across web and mobile platforms
- Partner with engineers to ensure components are built to spec, accessible, and behave consistently across implementations
- Own or contribute to governance of the system: evaluating and triaging component requests and proposals through our tiered contribution model (Request, Propose, Contribute)
- Make and document cross-platform design decisions (e.g. component variants, interaction states, elevation and colour tokens) with clear rationale so others can build on them confidently
- Write and maintain clear, machine and human readable documentation for components and patterns
- Facilitate workshops and critiques to gather input from designers and engineers, and drive alignment on system decisions
- Advocate for the design system across the business, helping designers and engineers understand not just what to use but why

What success will look like:

- Tangram components and tokens are adopted consistently across squads, reducing duplicated design and build effort
- Design system decisions are well-documented, defensible, and easy for others to discover and apply correctly
- You're a trusted point of contact for component and token questions, balancing consistency with the flexibility squads need
- You actively contribute to and help evolve the contribution model and governance process as the system matures
- You're an active member of the Design Guild, sharing your systems expertise and learning from others in the design community
- You share openly with other designers and engineers, and take feedback on system decisions as readily as you give it
- You're seen as a champion of our values, living these daily
- You're creating and fostering a diverse and inclusive environment

What you'll bring with you:

Critical Competencies:

- **Systems thinker:** you can see how a single component decision ripples across dozens of product surfaces, and design for that
- **Strong collaborator:** you proactively work with engineers, designers and stakeholders to reach decisions that stick
- **Strong communicator:** you can explain the reasoning behind a system decision simply and clearly, and document it so others don't have to ask twice
- **Detail-oriented:** comfortable specifying edge cases, states and accessibility behaviour precisely
- **Pragmatic:** able to balance systemic consistency against the practical needs of squads under delivery pressure
- **Organised:** able to manage multiple concurrent requests and proposals without dropping quality

Experience:

- 3+ years' experience in product design, with meaningful time spent designing or contributing to a design system, component library, or pattern library
- Strong working knowledge of design tokens (semantic, not just raw values) and how they map to code
- Figma expertise, including component/variant architecture, and ideally experience with Figma's dev-mode or code-connect style workflows
- Comfortable working directly with front-end engineers on implementation details
- Desirable: experience with accessibility standards (WCAG), prototyping tools, or contributing to design system documentation