

## Product & Design at HexxLock

At HexxLock, Product & Design is not limited to creating interfaces or visual assets. It is a system-level discipline where product strategy, user experience, and technical realities are considered as a single, cohesive whole. Every product decision is evaluated not only in terms of aesthetics, but also for reliability, consistency, and long-term usability.

Product & Design teams shape every interaction users have with the platform, translating complex underlying systems into experiences that feel clear, intuitive, and trustworthy. The goal is not to hide complexity, but to present it in a controlled, deliberate, and confidence-inspiring way.

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## Product & Design Domains and Responsibilities

### Product Management

Product management teams define the direction and priorities of HexxLock products. This role requires balancing user needs, technical constraints, and the long-term vision of the platform.

In this role:

- Product vision and roadmaps are defined
- User feedback and real-world requirements are analyzed
- Requirements are refined in close collaboration with engineering teams
- Scope, priority, and impact are continuously evaluated

The objective is not to ship more features, but to solve the right problems in the right order.

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### Product Design (UX / UI)

Product design teams shape how HexxLock technologies are experienced by users. They approach usability, interaction, and visual language as an integrated discipline.

In this role:

- User flows and interaction models are designed
- Complex systems are translated into clear, usable interfaces
- A consistent design language and component system is maintained
- Iterative design processes are run in close collaboration with product and engineering teams

Design here is not only about how things look, but about how they feel and how they work.

## Research & Discovery

Research and discovery form the foundation of Product & Design work at HexxLock. These efforts ensure that decisions are driven by real user insight rather than assumptions.

In this role:

- User research and field studies are conducted
- Behaviors, needs, and usage scenarios are analyzed
- Evidence is generated to inform product decisions
- Risky assumptions are tested early in the process

The goal is to make informed decisions based on insight, not intuition alone.

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## Design Systems & Consistency

Design systems teams ensure consistency and scalability across all HexxLock products. This discipline enables design to remain sustainable as the platform grows.

These teams:

- Define shared design components and standards
- Ensure products speak a unified visual and interaction language
- Act as a bridge between design and engineering
- Preserve long-term product coherence and quality

Consistency here is not just visual—it builds trust and predictability for users.

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## How We Work

The Product & Design culture at HexxLock is built on collaboration, clarity, and accountability. Designers and product managers are deeply involved in decision-making and understand the technical and operational impact of their choices.

Here:

- User-centered decision-making is encouraged
  - Asking “why” is a natural part of the design process
  - Long-term product value matters more than short-term trends
  - Design and engineering move forward together, not in isolation
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## Who We Are Looking For

Product & Design roles at HexxLock go beyond creating polished interfaces.

We look for people who understand systems, listen to users, and can simplify complexity without losing meaning.

Key qualities include:

- The ability to approach problems from a user perspective
- Comfort working within technical constraints
- Openness to feedback and continuous improvement
- Clear and constructive communication within teams

We hire across experience levels, with clearly defined expectations and growth paths at every stage.

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## Hiring Process

The Product & Design hiring process focuses on understanding how candidates think and approach problems.

Portfolio reviews, problem-solving discussions, and conversations around team fit are core parts of the process.

We expect candidates to:

- Clearly explain their decisions and design rationale
- Share how they think about process and trade-offs
- Be transparent about strengths and areas for growth

Our commitment is simple:

A transparent process, fair evaluation, and meaningful feedback throughout.