Job Title: Software Engineer – UI/UX

Department: Product & Engineering

Location: The Woodlands, Texas (hybrid; a minimum of 2 days per week in office)

The opportunity

Global Shop Solutions builds ERP software used by manufacturers worldwide: roughly 10 million lines across a .NET/WinForms client, database back end and a growing web/SaaS surface. As we invest more in user experience across the product, we need to grow the team's UI/UX capacity. Today that expertise is concentrated in a small number of people, and the demand for it outpaces what they can take on alone.

This role adds UI/UX design and front-end engineering depth to the team. You will work alongside experienced engineers to design, build and improve interfaces across the product, translating complex manufacturing workflows into experiences that are intuitive, attractive and consistent. You will partner with product owners and engineering teams to understand the problem domain, propose design solutions and ship them.

AI has fundamentally changed how UI/UX work gets done. Generating layouts, scaffolding components, producing design variations and writing front-end code are all dramatically faster with AI assistance. That shift raises the bar on the skills that matter most: design judgment, user empathy, workflow simplification and the ability to evaluate and curate AI-generated output rather than just produce artifacts manually. We are looking for someone who thrives in that environment, someone who uses AI to explore more design directions, move faster from concept to working code, and spend their time on the decisions that only a human with design taste and domain understanding can make.

This is not a design-only role. You will write production front-end code alongside your design work, and you will be expected to operate as a full member of an engineering team: participating in code reviews, writing tests and shipping software. You will also be a champion for our users, bringing research, empathy and craft to a platform that serves manufacturers every day.

What you will do

- Partner with product owners and engineers to understand user needs, business context and technical constraints before proposing design solutions.
- Translate complex manufacturing workflows into streamlined user experiences that reduce friction and cognitive load.
- Use AI tools to rapidly explore design directions, scaffold prototypes and produce front-end code, then apply your design judgment to evaluate and refine the output into production-quality work.
- Build web interfaces and reusable UI libraries in React or a comparable modern web framework, for production apps and pages and for internal tools such as Launchpad.
- When a workflow still lives on the .NET desktop client (WinForms and related technologies), partner with the engineers who own that surface. Your own implementation work stays centered on the web.
- Maintain coherent design standards for layout, typography, color and interaction patterns across the product.
- Work closely with back-end developers to ensure seamless integration, performance and cross-platform compatibility.
- Troubleshoot UX problems across the product and propose effective, implementable solutions.
- Conduct user research and usability analysis to inform design decisions based on how users actually work.
- Contribute to a shared design system and reusable UI component library that AI tools and engineers can draw from.

- Help the team grow its AI-assisted design and development practices.

Role boundaries (for clarity)

This is a hybrid design-and-engineering role. You will spend meaningful time on both disciplines. It is not a pure graphic design position, not a back-end engineering role and not a product management assignment. Your focus is the experience layer: the visual design, interaction design and front-end implementation that sit between the user and the business logic. That experience layer is primarily web: production pages and internal tools, plus the shared libraries that make those surfaces easier for the wider team to build.

In an AI-forward engineering organization, this role emphasizes judgment over manual production. We need someone whose primary value is knowing what good looks like, understanding why users struggle and directing both human and AI effort toward the right solutions. That said, hands-on craft still matters. Knowing which control types to use, recognizing when the details aren't right and making precise adjustments are skills that no amount of tooling replaces.

What we are looking for

Required

- A portfolio that demonstrates a strong visual design eye and attention to detail. We care more about design sensibility than years of UI-specific experience, though 3+ years of front-end development experience is typical of strong candidates.
- Strong design judgment: the ability to evaluate competing directions, identify what serves the user and articulate why.
- Hands-on knowledge of UI controls, component types, and front-end conventions. You know which control to use in a given context and can make precise manual adjustments to get the details right.
- Solid understanding of front-end web technologies (HTML, CSS, JavaScript or TypeScript) and hands-on experience with React or a comparable modern web framework.
- Experience with raster and vector editing tools (such as Adobe Photoshop and Illustrator) for mockups, icon design and asset editing.
- Ability to simplify complex business processes into clear, consistent user experiences.
- AI-forward engineering and design experience: you actively use AI tools to accelerate design exploration, prototyping, and front-end development, and you have the judgment to catch when AI-generated UI looks plausible but misses on accessibility, consistency or usability.
- Excellent communication and presentation skills, with the ability to convey design rationale to both technical and non-technical audiences.
- Agency and persistence to improve user experiences across a large, mature codebase.
- Authorized to work in the US without the need for sponsorship.

Preferred

- Experience with design systems, component libraries or style guide development.
- Experience working on ERP, MES or other data-dense enterprise applications.
- Legacy UI modernization experience, including WinForms or desktop client work.
- Familiarity with our existing .NET client technologies (WinForms or ASP.NET) when work spans desktop and web.
- Familiarity with user research methods (usability testing, user interviews, heuristic evaluation).
- Experience helping a team adopt or improve AI-assisted design and development workflows.

Global Shop SOLUTIONS ERP SOFTWARE

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What success looks like

Software Engineers - UI/UX are expected to take ownership of assigned design and front-end work, collaborate constructively with product owners and engineers, and raise the quality and consistency of the experiences their team ships. Success in this role is measured by dependable delivery of production web interfaces and shared UI libraries, sound design and technical judgment (including responsible use of AI-assisted tooling), clearer and more consistent product UX, and making web development easier for other engineers through reusable patterns and practices. Global Shop Solutions maintains a defined career path for software engineers, and strong performance in this role supports progression toward Senior Software Engineer as skills and scope grow.

Benefits

Medical, Dental, Life Insurance
401(k)
Paid vacation and holidays
Profit Sharing

About Global Shop Solutions

Global Shop Solutions, Inc. is a progressive, fast-paced and growing software company based in the desirable community of The Woodlands, Texas. We are a family-owned and operated business that is dedicated to diversity and values its personnel and their lifestyles. We develop, sell, implement and service an enterprise resource planning (ERP) software package for small to mid-sized manufacturers.