



## **POSITION OVERVIEW**

Job Title: Principal Software Engineer  
Business Title: Principal Product Designer  
Job Code: PRINSWENG  
FLSA Status: Exempt  
Department: Cognita  
Reports to: Adrit Rao  
Location: CA  
Draft Date: 7/1/2026  
Revision Date: N/A  
Approved By:  
Role: Individual Contributor

## **POSITION SUMMARY**

As the Principal Product Designer for Mosaic Reporting, you will own the radiologist experience of Cognita's AI-native, real-time radiology reporting product, part of MosaicOS. **Powered by Cognita's proprietary reporting system, Mosaic Reporting is the first new approach to radiology reporting in over a decade.** As a radiologist dictates, the system extracts statements from natural speech and places them into the correct section of the report in real time. Findings, impressions, macros, and edits are all driven by natural dictation rather than templated clicking, so the report comes together as the radiologist reads, with their eyes never leaving the image. **You will define how Mosaic Reporting looks, feels, and behaves for radiologists. A central question of the role is how to introduce a new way of working while giving radiologists enough familiarity to stay confident, and how to read their feedback to decide what to build next.** Working alongside the Reporting product lead, you will also help shape product strategy and direction, drawing on your understanding of radiologists to inform what we build and in what order.

Mosaic Reporting is already deployed across thousands of radiologists at Radiology Partners and is proven in production. Your work focuses on the next chapter: improving the experience as it rolls out more broadly across Radiology Partners and to external customers, work that sits directly in the critical path of patient care. You'll be the first design hire dedicated to reporting, and you'll work closely with radiologists who are using the tool, clinical AI team and engineering team to continuously improve the experience for the radiologists who use it on every study. You'll report to the Reporting product lead and partner across engineering and clinical teams to take the product from "works at scale" to "built to scale."

## **POSITION DUTIES AND RESPONSIBILITIES**

- Own the end-to-end radiologist experience of Mosaic Reporting, developing a deep understanding of user experience and radiologist satisfaction as the product rolls out more broadly.
- Design a system that adapts to the different ways radiologists have learned to interact with technology, rather than forcing a single workflow.
- Balance innovation and familiarity: introduce new interactions while preserving enough of what radiologists already know to keep them confident and efficient.
- Define how we prioritize next steps to improve radiologist satisfaction, identifying the signal in user feedback that should drive design decisions.



- Contribute to product strategy and roadmap alongside the product lead, using insight into radiologist needs to help shape what we build and how we sequence it.
- Plan and conduct user research (surveys, interviews, and usability studies with practicing radiologists) and synthesize findings into design direction.
- Produce mockups, prototypes, and interaction flows in Figma, and partner with engineering to bring them to production.
- Collaborate closely with radiologists and clinicians to understand what it takes to design Mosaic Reporting as a scalable product used by radiologists and patients around the world.
- Create the standardized product manuals, documentation, and design language that will support customers across Radiology Partners and beyond.
- Establish and own the design system and interaction patterns that keep the product consistent as it grows across surfaces, teams, and customers.

#### **KNOWLEDGE, SKILLS, AND ABILITIES**

- Mastery of Figma and modern prototyping tools, with a portfolio that demonstrates both craft and systems thinking.
- Fluency in interaction and visual design, information architecture, and design systems.
- The judgment to balance ambitious, novel interactions against the familiarity and reliability that expert users depend on.
- Comfort operating in a fast-moving, ambiguous environment and owning the design of a product end-to-end.
- Strong written and verbal communication, with the ability to articulate design rationale to engineers, clinicians, and leadership.
- Strong ownership mindset and good product judgment.

#### **REQUIRED QUALIFICATIONS**

- Strong experience leading product design for complex, production software, from research through shipped product.
- A track record of running user research (interviews, surveys, usability testing) and turning it into concrete design decisions.
- Experience designing for clinical, medical, or other expert and high-stakes professional users.
- Experience designing real-time, low-latency, or voice- and dictation-driven interfaces.
- Familiarity with LLM- or AI-powered products and designing for probabilistic, model-driven outputs.
- Experience working in healthcare or other regulated environments, and handling PHI / building to HIPAA requirements.
- Radiology or medical imaging domain knowledge (modalities, reporting workflows, structured reporting).
- Experience building and maintaining design systems and product documentation at scale across global customers.
- Familiarity with React / Next.js and close, hands-on collaboration with frontend engineers.



### Physical Activities

Ascending or descending ladders, stairs, scaffolding, ramps, poles and the like.

Never       Occasionally       Constantly

Moving self in different positions to accomplish tasks in various environments including tight and confined spaces.

Never       Occasionally       Constantly

Remaining in a stationary position, often standing or sitting for prolonged periods.

Never       Occasionally       Constantly

Moving about to accomplish tasks or moving from one worksite to another.

Never       Occasionally       Constantly

Adjusting or moving objects up to 15 pounds in all directions.

Never       Occasionally       Constantly

Communicating with others to exchange information.

Never       Occasionally       Constantly

Repeating motions that may include the wrists, hands and/or fingers.

Never       Occasionally       Constantly

Operating machinery and/or power tools.

Never       Occasionally       Constantly

Operating motor vehicles or heavy equipment.

Never       Occasionally       Constantly

Assessing the accuracy, neatness and thoroughness of the work assigned.

Never       Occasionally       Constantly

### Environmental Conditions

Low temperatures.

Never       Occasionally       Constantly

High temperatures.

Never       Occasionally       Constantly

Outdoor elements such as precipitation and wind.

Never       Occasionally       Constantly

Noisy environments.

Never       Occasionally       Constantly

Hazardous conditions.

Never       Occasionally       Constantly

Poor ventilation.

Never       Occasionally       Constantly

Small and/or enclosed spaces.

Never       Occasionally       Constantly

No adverse environmental conditions expected.

Never       Occasionally       Constantly

### Physical Demands

Sedentary work that primarily involves sitting/standing.

Never       Occasionally       Constantly

Light work that includes moving objects up to 20 pounds.

Never       Occasionally       Constantly

Medium work that includes moving objects up to 50 pounds.

Never       Occasionally       Constantly



Heavy work that includes moving objects up to 100 pounds or more.

Never       Occasionally       Constantly

I have reviewed this job description and I understand all my job duties and responsibilities. I am able to perform the essential functions as outlined. If I have any questions about job duties not specified on this description that I am asked to perform, I should discuss them with my manager or a member of the Human Resources team.

I acknowledge that the job has been explained to me both verbally and in written format.

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Teammate's Signature

\_\_\_\_\_  
Date